

# State of Kansas

## 2001 Workforce Report

Department of Administration  
Division of Personnel Services

# Introduction

The Division of Personnel Services is pleased to present the fifth annual State of Kansas Workforce Report.

The Fiscal Year 2001 report presents financial facts and statistics, employment and agency trends, and characteristics of the Kansas state government workforce. It provides information from both statewide and agency perspectives. The purpose is to provide useful fact-based data for human resource planning and decision making.

The size of the state workforce has decreased by more than 7% since Fiscal Year 1996. The reduction is primarily the result of the Governor's initiative to reduce the size of state government and agency program changes. Due to the decline, the State of Kansas must continue to provide services with fewer employees. To meet our goals, our efforts will focus on the necessity to attract and retain a quality workforce through new and revised programs.

The information presented in this report was gathered from SHARP (Statewide Human Resource and Payroll System); information published by the Division of the Budget, State of Kansas; Kansas Department of Human Resources; and the U.S. Census Bureau.

The Division of Personnel Services welcomes your comments and questions regarding this report. You may contact us at (785) 296-1844 or by e-mail at [workforce.planning@state.ks.us](mailto:workforce.planning@state.ks.us).



# STATE OF KANSAS

## FISCAL YEAR 2001

### STATISTICAL HIGHLIGHTS

#### PROFILE OF CLASSIFIED AND UNCLASSIFIED EMPLOYEES

	Classified	Unclassified
Number of Employees	24,638	12,411
	Averages	Averages
Age	45 years	46 years
Length of Service	12 years	11 years
Annual Salary	\$30,074	\$51,857
Percent Ethnic Minorities	12%	11%

**Source:** SHARP (June 2001); Excludes legislators, temporary, and student employees.

#### GENERAL KANSAS STATISTICS COMPARED TO OTHER U.S. STATES

Kansas Population	2,688,418
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**Source:** U.S. Census Bureau internet site (<http://quickfacts.census.gov/qfd/states/20000.html>)(August 31, 2001)

#### Rank out of 50 states

Population	32nd
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Number of State Employees (Per 10,000 Population)	29th
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Average Annual State Workers' Salary	30th
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**Source:** U.S. Census Bureau internet site (<http://www.census.gov/population/cen2000/phc-+2/tab01.xls>) (August 2001)

**Comments:** The rank of State Employees Per 10,000 Population and Average Annual State Workers' Salary rank were derived from the most recent information from the U.S. Bureau of the Census. The Bureau includes data not only from the Central records of a government's finance or payroll office, but also those of independent educational institutions, semi-autonomous boards, special authorities, and may include city and county governments.



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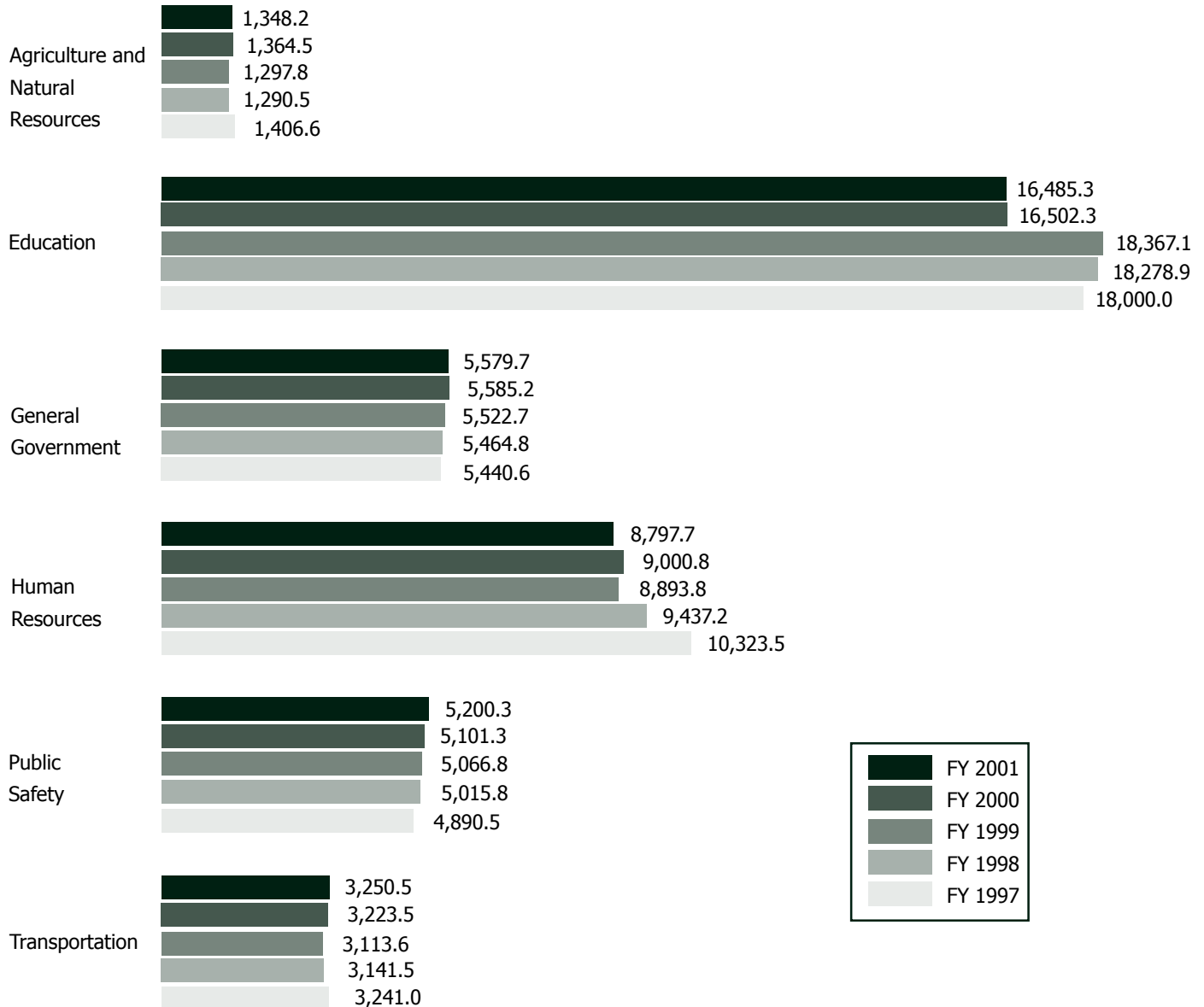
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## Number of Positions by Government Function

(FTE and Unclassified Temporary Positions)



**Comments:** The largest decrease in positions occurred in the Human Resources function with a decrease of 15% since FY 1997. The largest increase occurred in the Public Safety function with a 6% increase in positions since FY 1997.

**Source:** Fiscal Year 2001 Comparison Report, The Governor's Budget Report with Legislative Authorizations, Schedule 7, Page 159.

## Kansas State Government Functions

**General Government** agencies provide overall policy guidance to state government, perform general administrative services to all state agencies, collect and distribute state revenues and carry out regulatory functions.

### **Agency Number and Name**

028	Accountancy, Board of
173	Administration, Department of
082	Attorney General
094	Bank Commissioner, Office of the State
100	Barbering, Board of
102	Behavioral Sciences Regulatory Board
122	Citizens' Utility Ratepayer Board
300	Commerce and Housing, Department of
143	Corporation Commission, Kansas
149	Cosmetology, Board of
159	Credit Unions, Department of
167	Dental Board, Kansas
247	Governmental Ethics Commission
252	Governor, Office of the
105	Healing Arts, Board of
270	Health Care Stabilization Fund Board of Governors
058	Human Rights Commission, Kansas
328	Indigents' Defense Services, Board of
331	Insurance Department
349	Judicial Council
677	Judiciary
365	Kansas Public Employees Retirement System
360	Kansas, Inc.
422	Legislative Coordinating Council
540	Legislative Division of Post Audit
425	Legislative Research Department
428	Legislature
446	Lieutenant Governor, Office of the
450	Lottery, Kansas
204	Mortuary Arts, Board of
482	Nursing, Board of
488	Optometry Examiners, Board of
531	Pharmacy, Board of
553	Racing and Gaming Commission, Kansas
543	Real Estate Appraisal Board, Kansas
549	Real Estate Commission, Kansas
565	Revenue, Department of
579	Revisor of Statutes
622	Secretary of State
625	Securities Commissioner, Office of the
670	State Treasurer
562	Tax Appeals, Board of
663	Technical Professions, Board of
371	Technology Enterprise Corporation, Kansas
700	Veterinary Examiners, Board of

**Public Safety** agencies' goals are to preserve the security and safety of Kansas citizens.

### **Agency Number and Name**

034	Adjutant General
355	Atchison Juvenile Correctional Facility
325	Beloit Juvenile Correctional Facility
521	Corrections, Department of
195	El Dorado Correctional Facility
177	Ellsworth Correctional Facility
206	Emergency Medical Services Board
234	Fire Marshal, State
280	Highway Patrol
313	Hutchinson Correctional Facility
083	Investigation, Kansas Bureau of
350	Juvenile Justice Authority
400	Lansing Correctional Facility
408	Larned Correctional Mental Health Facility
412	Larned Juvenile Correctional Facility
581	Norton Correctional Facility
147	Ombudsman for Corrections
523	Parole Board, Kansas
626	Sentencing Commission, Kansas
660	Topeka Correctional Facility
319	Topeka Juvenile Correctional Facility
712	Winfield Correctional Facility

**Education** includes state support of primary, secondary, higher education, and other education agencies.

### **Agency Number and Name**

604	Blind, School for the
610	Deaf, School for the
652	Education, Department of
379	Emporia State University
246	Fort Hays State University
288	Historical Society
359	Kansas Arts Commission
367	Kansas State University
683	KU Medical Center
434	Library, State
385	Pittsburg State University
561	Regents, Board of
682	University of Kansas
715	Wichita State University

**Transportation** is a single agency function that is responsible for the maintenance and improvement of the 10,000-mile state highway system.

### **Agency Number and Name**

276	Transportation, Kansas Department of
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## Kansas State Government Functions

**Agriculture & Natural Resources** agencies promote, protect, and restore natural resources in Kansas. This includes agricultural product regulation and inspection; inspection of livestock facilities and monitoring the status of the environment; maintenance of state parks, state fishing lakes, and wildlife areas; conservation and management of soil and water resources; environmental protection; commodity inspections; and public health maintenance through control of infectious disease.

### **Agency Number and Name**

046	Agriculture, Department of
055	Animal Health Department
373	Fair, Kansas State
264*	Health and Environment - Environment
634	State Conservation Commission
709	Water Office, Kansas
710	Wildlife and Parks, Department of

**Human Resources** agencies provide a wide range of services to Kansans, including job training and placement; payment of unemployment insurance benefits; veterans' counseling and care; preventive health services through aid to local health departments; and social services to elderly and disadvantaged citizens.

### **Agency Number and Name**

039	Aging, Department on
261	Guardianship Program, Kansas
264*	Health and Environment - Health
296	Human Resources, Department of
410	Larned State Hospital
363	Neurological Institute, Kansas
494	Osawatomie State Hospital
507	Parsons State Hospital and Training Center
555	Rainbow Mental Health Facility
629	Social and Rehabilitation Services
694	Veterans' Affairs, Commission on

\*Programs within the Department of Health and Environment are divided between two functions.

**Source:** Fiscal Year 2001 Comparison Report, The Governor's Budget Report with Legislative Authorizations, pg. 41-59.



# Workforce Characteristics

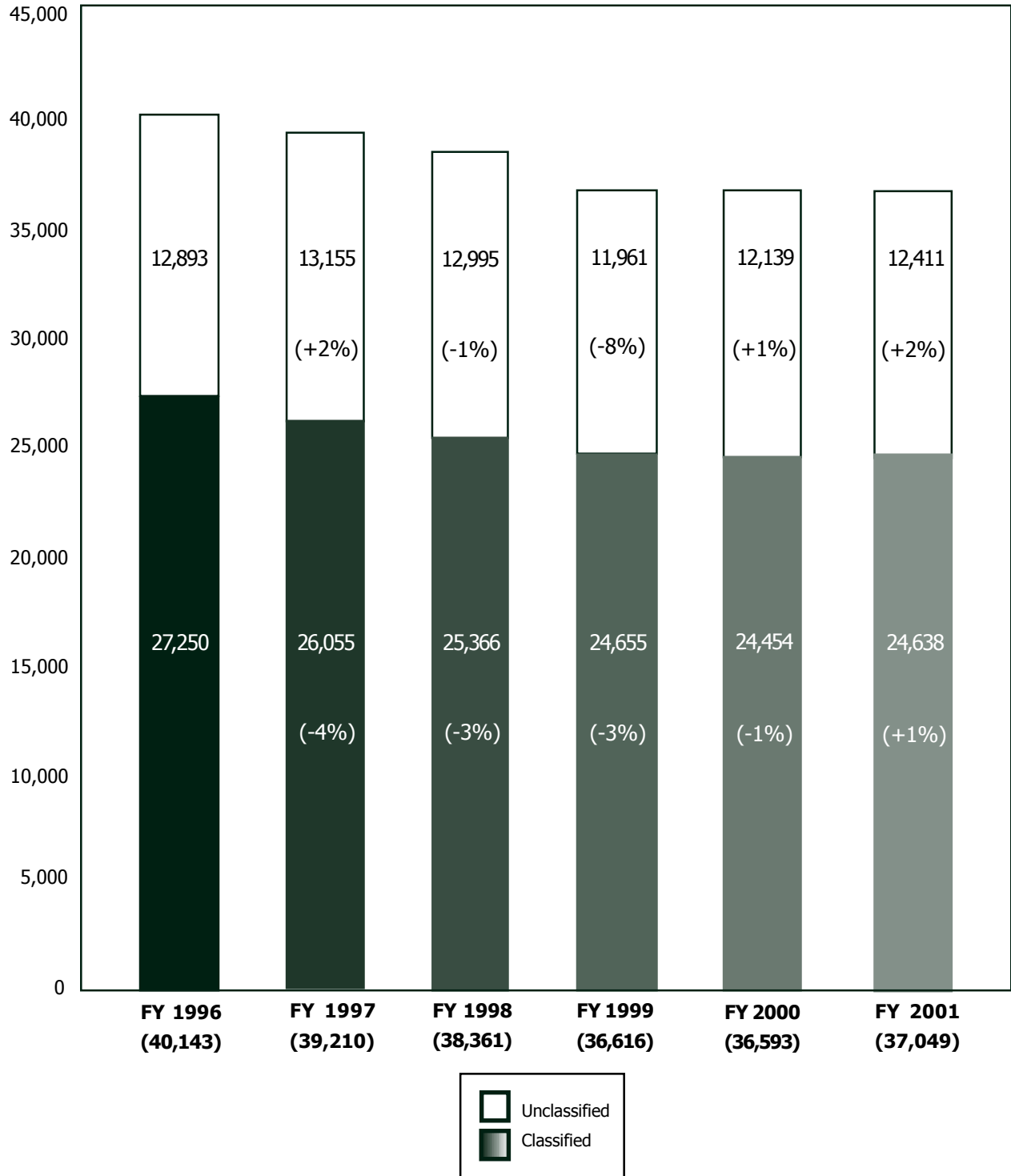
This report illustrates employment data encompassing a six-year period. The data provides information using statewide and agency perspectives. The following comments pertain to classified state employees only.

- **The number of employees in the 50-59 age category increased 6% since 1996, while the number of employees in the 30-39 age category decreased 6% during the same timeframe.**
- **21% of the state's classified workforce is in the Administrative Specialist/Office Support Worker occupational category.**
- **The State of Kansas employs a greater percentage of minorities in the classified service than what is represented in the available workforce.**

## Section One



## Number of State Government Employees



**Comments:** The number of classified and unclassified employees has decreased by 7.7% since the end of Fiscal Year 1996. The percentages noted in parentheses reflect the percentage of change from the previous fiscal year. Facility closures during FY 1997 and 1998, the Retirement Reduction program, and program privatization have contributed in large part to the decrease in the number of state employees.

**Source:** SHARP (June 2001); Excludes temporary and student employees.



## Ethnic Distribution of Classified Employees by Agency

Fiscal Year 2001

Agency Name	Non-Minority		Minority		Total Employees
	Male	Female	Male	Female	
Accountancy, Board of	0.00%	50.00%	0.00%	50.00%	2
Adjutant General	29.41%	52.94%	9.80%	7.84%	51
Administration, Department of	47.67%	38.48%	6.39%	7.46%	751
Aging, Department on	23.73%	64.41%	2.54%	9.32%	118
Agriculture, Department of	63.98%	31.80%	1.15%	3.07%	261
Animal Health Department	38.46%	57.69%	0.00%	3.85%	26
Atchison Juvenile Correctional Facility	35.78%	30.28%	16.51%	17.43%	109
Attorney General	0.00%	100.00%	0.00%	0.00%	1
Banking Department	54.55%	43.94%	0.00%	1.52%	66
Barbering, Board of	100.00%	0.00%	0.00%	0.00%	1
Behavioral Sciences Regulatory Board	20.00%	60.00%	0.00%	20.00%	5
Beloit Juvenile Correctional Facility	30.30%	62.63%	3.03%	4.04%	99
Blind, School for the	20.00%	36.67%	26.67%	16.67%	30
Citizens' Utility Ratepayer Board	0.00%	100.00%	0.00%	0.00%	1
Commerce and Housing, Department of	30.77%	50.43%	5.98%	12.82%	117
Corporation Commission, Kansas	50.77%	39.23%	5.38%	4.62%	130
Corrections, Department of	45.24%	44.22%	5.78%	4.76%	294
Cosmetology, Board of	0.00%	88.89%	0.00%	11.11%	9
Credit Unions, Department of	72.73%	27.27%	0.00%	0.00%	11
Deaf, School for the	37.50%	52.08%	4.17%	6.25%	48
Dental Board, Kansas	0.00%	100.00%	0.00%	0.00%	1
Education, Department of	19.61%	74.51%	0.65%	5.23%	153
El Dorado Correctional Facility	70.63%	23.09%	5.16%	1.12%	446
Ellsworth Correctional Facility	68.51%	25.97%	3.87%	1.66%	181
Emergency Medical Services Board	45.45%	54.55%	0.00%	0.00%	11
Emporia State University	37.62%	55.63%	2.89%	3.86%	311
Fair, Kansas State	71.43%	28.57%	0.00%	0.00%	21
Fire Marshal, State	65.85%	29.27%	4.88%	0.00%	41
Fort Hays State University	43.41%	54.66%	1.29%	0.64%	311
Governmental Ethics Commission	N/A	N/A	N/A	N/A	N/A
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, Board of	23.81%	76.19%	0.00%	0.00%	21
Health and Environment, Department of	39.66%	50.40%	4.00%	5.94%	875
Health Care Fund Stabilization Board of Governors	0.00%	100.00%	0.00%	0.00%	7
Highway Patrol	68.89%	24.97%	4.97%	1.18%	765
Historical Society, State	45.45%	50.41%	3.31%	0.83%	121
Human Resources, Department of	32.50%	50.59%	6.74%	10.17%	757
Human Rights Commission, Kansas	16.67%	50.00%	10.00%	23.33%	30
Hutchinson Correctional Facility	73.74%	17.98%	7.07%	1.21%	495
Indigent's Defense Services, Board of	16.42%	65.67%	4.48%	13.43%	67
Insurance Department	2.70%	83.78%	0.00%	13.51%	37
Investigation, Kansas Bureau of	53.59%	39.78%	3.87%	2.76%	181
Judicial Council	N/A	N/A	N/A	N/A	N/A
Judiciary	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	37.50%	33.33%	12.50%	16.67%	24
Kansas Arts Commission	42.86%	14.29%	14.29%	28.57%	7
Kansas Public Employees Retirement System	18.75%	67.19%	0.00%	14.06%	64
Kansas State University	32.22%	55.85%	4.35%	7.58%	1,701
Kansas, Inc.	N/A	N/A	N/A	N/A	N/A
KU Medical Center	34.13%	33.28%	16.12%	16.47%	583
Lansing Correctional Facility	61.43%	22.71%	10.00%	5.86%	700
Larned Correctional Mental Health Facility	66.48%	25.82%	6.04%	1.65%	182
Larned Juvenile Correctional Facility	54.92%	38.52%	6.56%	0.00%	122
Larned State Hospital	35.18%	56.10%	2.38%	6.34%	631
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A
Legislative Research Department	N/A	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A	N/A
Library, State	29.17%	70.83%	0.00%	0.00%	24
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A

## Ethnic Distribution of Classified Employees by Agency

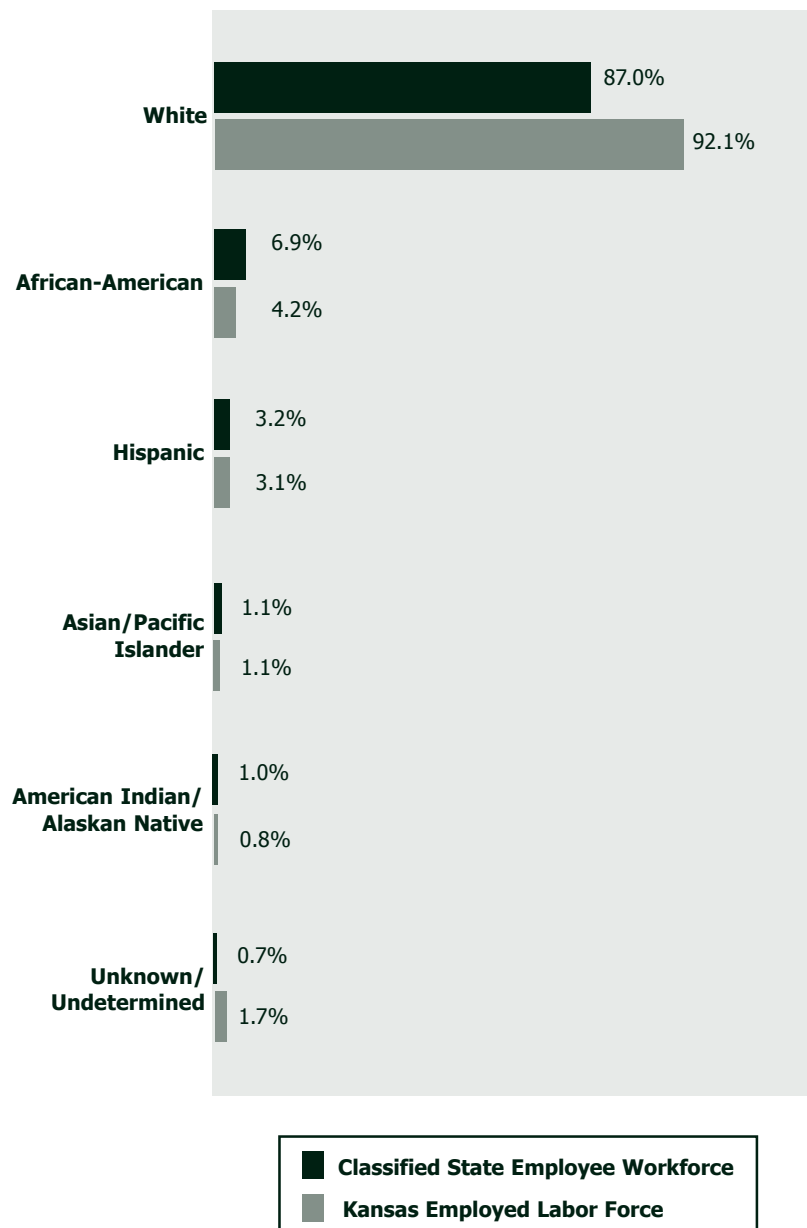
Fiscal Year 2001

Agency Name	Non-Minority		Minority		Total Employees
	Male	Female	Male	Female	
Lottery, Kansas	43.90%	51.22%	0.00%	4.88%	41
Mortuary Arts, Board of	50.00%	50.00%	0.00%	0.00%	2
Neurological Institute, Kansas	18.67%	35.33%	17.50%	28.50%	600
Norton Correctional Facility	68.08%	30.38%	1.54%	0.00%	260
Nursing, Board of	7.14%	78.57%	7.14%	7.14%	14
Ombudsman for Corrections	0.00%	100.00%	0.00%	0.00%	1
Optometry Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Osawatimie State Hospital	27.38%	66.50%	1.47%	4.65%	409
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	31.29%	50.74%	7.82%	10.15%	473
Pharmacy, Board of	40.00%	60.00%	0.00%	0.00%	5
Pittsburg State University	42.48%	54.90%	0.98%	1.63%	306
Racing and Gaming Commission, Kansas	39.02%	43.90%	2.44%	14.63%	41
Rainbow Mental Health Facility	17.12%	26.13%	23.42%	33.33%	111
Real Estate Appraisal Board, Kansas	0.00%	100.00%	0.00%	0.00%	1
Real Estate Commission, Kansas	40.00%	60.00%	0.00%	0.00%	10
Regents, Board of	9.09%	81.82%	0.00%	9.09%	11
Revenue, Department of	28.00%	58.29%	3.64%	10.07%	1,043
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	55.56%	44.44%	0.00%	0.00%	18
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social and Rehabilitation Services, Department of	19.03%	66.51%	2.42%	12.04%	3,637
State Conservation Commission	16.67%	66.67%	0.00%	16.67%	6
Tax Appeals, Board of	10.53%	78.95%	0.00%	10.53%	19
Technical Professions, Board of	0.00%	100.00%	0.00%	0.00%	3
Technology Enterprise Corporation, Kansas	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	53.00%	27.19%	12.44%	7.37%	217
Topeka Juvenile Correctional Facility	39.13%	18.84%	30.43%	11.59%	207
Transportation, Kansas Department of	77.53%	15.41%	6.14%	0.91%	3,062
Treasurer, State	16.67%	83.33%	0.00%	0.00%	18
University of Kansas	33.83%	55.06%	6.01%	5.09%	1,531
Veterans' Affairs, Commission on	24.92%	60.27%	4.04%	10.77%	297
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	42.86%	52.38%	4.76%	0.00%	21
Wichita State University	28.95%	48.54%	9.36%	13.16%	684
Wildlife and Parks, Department of	76.15%	18.46%	3.08%	2.31%	390
Winfield Correctional Facility	59.00%	28.50%	9.50%	3.00%	200
<b>TOTAL</b>	<b>42.71%</b>	<b>44.31%</b>	<b>5.71%</b>	<b>7.28%</b>	<b>24,638</b>

**Comments:** Minority is defined as Amerian Indian/Alaskan Native, Asian/Pacific Islander, African-American, and Hispanic. Non-minority is defined as Caucasian.

**Source:** SHARP (June 2001); Excludes unclassified, temporary, and student employees. "N/A" indicates agency does not have classified employees.

## The Ethnic Distribution Comparison of the Classified Employee Workforce and the Kansas Employed Labor Force



**Comments:** The percentages in the *Kansas Employed Labor Force* chart include data from state government and non-state government workforces combined. The workforce consists of 11% *unclassified* determinable minorities, compared to 12% *classified* determinable minorities.

**Source:** SHARP (June 2001); Kansas Department of Human Resources Census STFA3 reports (July 2001). Kansas Department of Human Resources, Affirmative Action Report. The figures for the *Kansas Employed Labor Force* chart are based on 1990 census estimates, but they have been adjusted to 2000 annual average labor force estimates developed by the Kansas Department of Human Resources.

## Twenty-Five Most Populous Job Classes

Job Classes	Number of Employees
Office Assistant III	1,250
Office Assistant IV	1,022
Office Specialist	1,000
Equipment Operator II	933
Corrections Officer I (A)	653
Office Assistant II	593
Economic and Employment Support Specialist I	577
Custodial Specialist	496
Secretary II	487
Corrections Officer II (B)	429
Social Worker	416
Mental Retardation Technician I	413
Corrections Officer II	397
Engineering Technician	388
Utility Worker	377
Custodial Worker	311
Corrections Specialist I	294
Engineering Technician Senior	252
Juvenile Corrections Officer I	234
General Maintenance and Repair Technician II	226
Mental Health Aide	225
Public Service Executive II	219
Secretary I	218
Secretary III	217
Equipment Operator III	215

**Comments:** During FY 2001, almost one-half (48.1%) of the classified workforce was employed in one of the twenty-five most populous job classes. During FY 2001, the State of Kansas had approximately 700 job classes.

**Source:** SHARP (June 2001); Excludes unclassified, temporary, and student employees.

## Twenty-Five Most Populous Agencies

Agency Name	Number of Positions
University of Kansas	4,574.1
Social and Rehabilitation Services, Department of	4,041.1
Transportation, Kansas Department of	3,250.5
Kansas State University	3,147.8
KU Medical Center	2,489.7
Judiciary	1,814.5
Wichita State University	1,726.5
Revenue, Department of	1,162.0
Health and Environment, Department of	1,027.0
Human Resources, Department of	992.3
Administration, Department of	894.2
Kansas Highway Patrol	886.3
Pittsburg State University	799.2
Emporia State University	763.3
Lamed State Hospital	760.6
Fort Hays State University	710.6
Lansing Correctional Facility	703.0
Kansas Neurological Institute	676.5
Parsons State Hospital and Training Center	518.1
Hutchinson Correctional Facility	512.0
Oswatomie State Hospital	481.4
Veterans' Affairs, Commission on	458.8
El Dorado Correctional Facility	453.0
Wildlife and Parks, Department of	449.5
Corrections, Department of	335.0

**Comments:** During FY 2001, 90.8% of the total positions (FTE and unclassified temporary) in state agencies were allocated to the twenty-five most populous agencies. During FY 2001, the State of Kansas had 98 agencies.

**Source:** Fiscal Year 2001 Comparison Report, (Schedule 7) pages 159-168, The Governor's Budget Report with Legislative Authorizations.

## Classified Employees by County of Work

Fiscal Year 2001

County	Number of Employees	Avg. Age	Avg. Years of Service	Avg. Annual Salary	County	Number of Employees	Avg. Age	Avg. Years of Service	Avg. Annual Salary
Allen	65	44	12	\$30,011	Linn	23	39	10	\$28,706
Anderson	39	46	12	\$30,407	Logan	35	42	13	\$29,232
Atchison	160	43	12	\$28,232	Lyon	430	46	12	\$27,463
Barber	12	47	11	\$26,816	Marion	46	41	13	\$29,621
Barton	112	44	11	\$31,709	Marshall	24	46	18	\$29,786
Bourbon	47	51	15	\$30,045	McPherson	46	45	13	\$30,876
Brown	73	46	17	\$31,041	Meade	18	46	14	\$28,654
Butler	560	40	7	\$28,416	Miami	478	46	12	\$27,363
Chase	15	45	14	\$29,297	Mitchell	122	44	12	\$28,103
Chautauqua	17	43	10	\$28,618	Montgomery	137	47	13	\$30,426
Cherokee	53	46	14	\$29,614	Morris	25	47	13	\$27,858
Cheyenne	10	44	12	\$27,720	Morton	11	39	9	\$26,548
Clark	10	44	13	\$28,442	Nemaha	30	44	13	\$29,367
Clay	37	43	11	\$30,827	Neosho	201	47	14	\$34,085
Ccloud	43	44	12	\$29,833	Ness	10	51	17	\$27,606
Coffey	20	43	13	\$30,054	Norton	310	45	11	\$29,449
Comanche	8	43	11	\$28,324	Osage	53	43	12	\$29,907
Cowley	380	44	10	\$26,701	Osborne	14	43	13	\$28,076
Crawford	482	47	12	\$28,414	Ottawa	14	46	12	\$26,367
Decatur	13	48	15	\$29,722	Pawnee	966	44	11	\$26,935
Dickinson	38	45	13	\$30,048	Phillips	44	46	12	\$30,574
Doniphan	18	45	17	\$29,325	Pottawatomie	60	44	14	\$30,148
Douglas	1,712	45	11	\$26,318	Pratt	143	46	14	\$32,301
Edwards	11	45	9	\$27,802	Rawlins	32	45	10	\$27,260
Elk	3	48	10	\$28,718	Reno	799	43	10	\$29,913
Ellis	526	45	11	\$27,164	Republic	47	46	13	\$29,001
Ellsworth	220	44	10	\$30,058	Rice	15	48	14	\$28,825
Finney	218	45	11	\$31,514	Riley	1,661	45	12	\$26,835
Ford	268	45	9	\$27,177	Rooks	64	46	10	\$29,940
Franklin	51	47	13	\$29,325	Rush	15	51	18	\$31,444
Geary	90	41	9	\$28,488	Russell	33	44	16	\$30,821
Gove	12	51	18	\$26,569	Saline	442	45	11	\$30,964
Graham	16	44	12	\$29,650	Scott	17	45	13	\$29,619
Grant	37	43	6	\$26,937	Sedgewick	1,754	46	11	\$28,645
Gray	13	46	10	\$28,491	Seward	63	43	10	\$29,103
Greeley	10	46	9	\$25,326	Shawnee	7,379	45	13	\$34,117
Greenwood	22	44	13	\$29,512	Sheridan	11	48	17	\$26,741
Hamilton	28	39	10	\$27,322	Sherman	43	45	11	\$28,258
Harper	17	46	11	\$26,006	Smith	15	41	12	\$26,860
Harvey	61	45	11	\$29,077	Stafford	15	48	12	\$33,489
Haskell	8	50	6	\$27,503	Stanton	1	39	2	\$18,325
Hodgeman	8	42	8	\$24,427	Stevens	11	39	8	\$26,834
Jackson	27	48	15	\$28,343	Sumner	54	47	13	\$29,382
Jefferson	35	45	12	\$30,285	Thomas	54	45	12	\$29,037
Jewell	25	45	14	\$29,654	Trego	21	42	13	\$29,834
Johnson	505	44	12	\$30,918	Wabaunsee	29	45	13	\$28,649
Kearny	12	45	10	\$26,837	Wallace	10	49	7	\$24,898
Kingman	21	47	13	\$30,394	Washington	20	46	14	\$28,460
Kiowa	18	44	13	\$31,601	Wichita	2	52	12	\$26,062
Labette	559	45	12	\$27,537	Wilson	18	43	8	\$29,114
Lane	11	42	8	\$23,963	Woodson	40	49	12	\$29,534
Leavenworth	789	42	10	\$29,275	Wyandotte	1,175	45	12	\$27,976
Lincoln	13	46	12	\$27,925					

**Comments:** The average classified state employee is 45 years of age with 12 years of service and earns \$30,074 annually. The number of classified employees in Cowley county increased by 21% during FY 2001 due to an additional Kansas Commission on Veterans' Affairs facility opening, the Kansas Veterans' Home. The number of classified employees also increased in Butler county by 14% due to the Department of Corrections Diagnostic Center's relocation from Shawnee county.

**Source:** SHARP (June 2001); Excludes unclassified, temporary, and student employees.

# Unclassified Employees by County of Work

Fiscal Year 2001

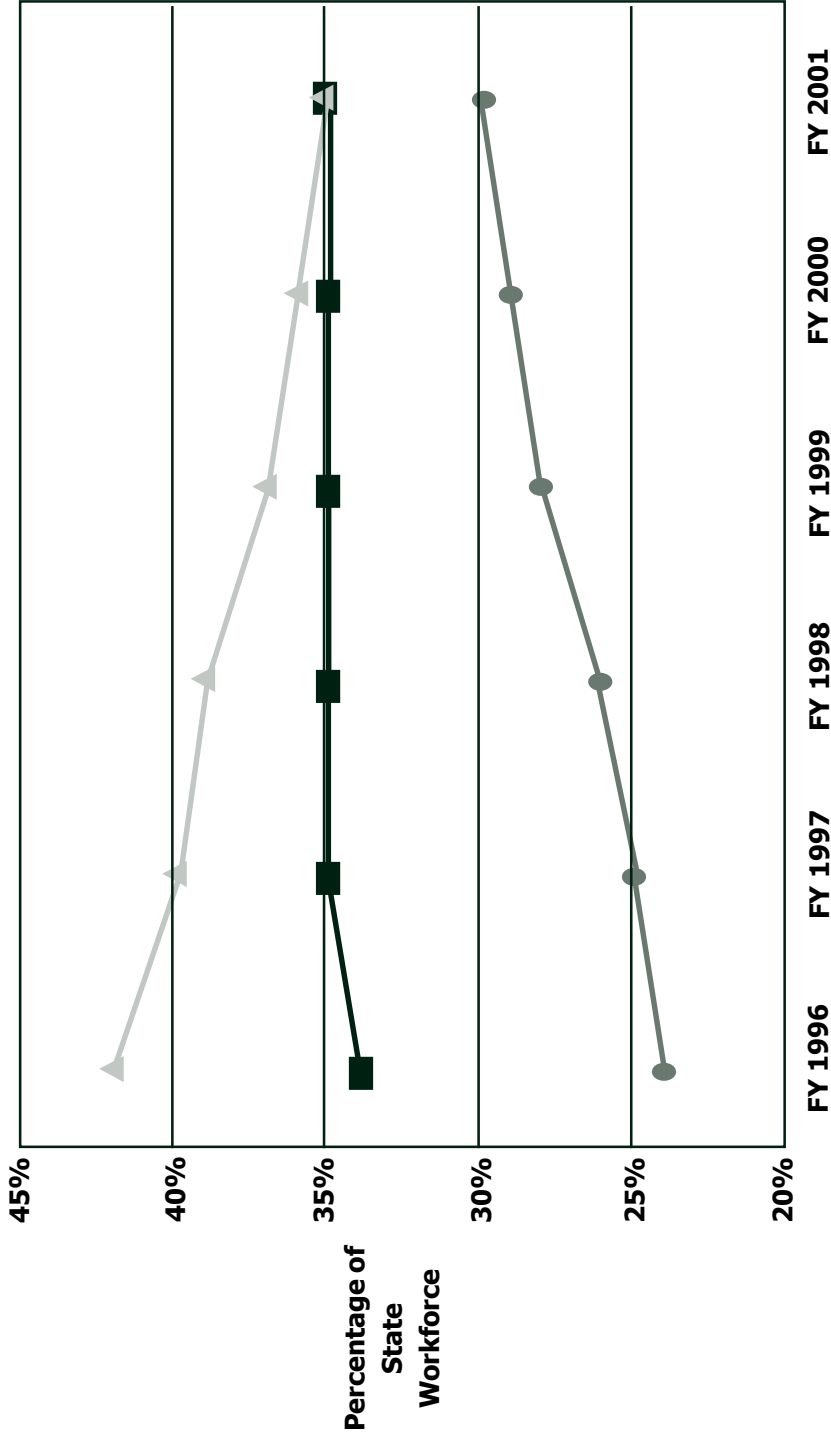
County	Number of Employees	Avg. Age	Avg. Years of Service	Avg. Annual Salary	County	Number of Employees	Avg. Age	Avg. Years of Service	Avg. Annual Salary
Allen	13	38	6	\$35,289	Linn	8	44	7	\$36,412
Anderson	8	41	10	\$39,258	Logan	5	47	6	\$29,026
Atchison	16	44	15	\$41,838	Lyon	450	47	10	\$54,607
Barber	6	35	6	\$32,618	Marion	7	43	8	\$40,029
Barton	34	45	11	\$35,332	Marshall	7	38	11	\$33,293
Bourbon	12	48	13	\$39,290	McPherson	17	42	14	\$36,004
Brown	17	48	13	\$39,998	Meade	5	45	11	\$34,409
Butler	31	50	13	\$39,976	Miami	32	50	14	\$70,361
Chase	4	51	25	\$36,689	Mitchell	7	44	13	\$42,016
Chautauqua	4	53	13	\$33,458	Montgomery	27	46	11	\$38,955
Cherokee	15	46	11	\$40,039	Morris	10	51	11	\$31,547
Cheyenne	6	43	12	\$31,596	Morton	5	34	5	\$32,818
Clark	4	56	13	\$35,714	Nemaha	7	54	17	\$34,743
Clay	6	50	16	\$33,243	Neosho	26	45	14	\$46,530
Cloud	13	46	10	\$36,697	Ness	8	41	12	\$33,209
Coffey	8	45	16	\$38,778	Norton	10	52	17	\$42,812
Comanche	4	52	7	\$35,993	Osage	8	44	10	\$30,873
Cowley	24	46	12	\$41,617	Osborne	4	46	13	\$33,828
Crawford	447	48	12	\$57,086	Ottawa	5	53	16	\$25,818
Decatur	4	46	9	\$34,272	Pawnee	35	52	13	\$76,406
Dickinson	15	45	9	\$36,537	Phillips	4	50	8	\$38,313
Doniphan	6	45	10	\$26,817	Pottawatomie	13	45	10	\$31,473
Douglas	2,688	47	12	\$57,001	Pratt	11	50	15	\$37,589
Edwards	6	52	9	\$42,811	Rawlins	5	60	10	\$35,250
Elk	5	53	11	\$30,347	Reno	70	44	12	\$45,719
Ellis	396	47	12	\$49,773	Republic	5	46	12	\$42,562
Ellsworth	8	44	9	\$31,809	Rice	9	46	7	\$38,924
Finney	56	47	12	\$44,226	Riley	1,819	48	14	\$63,603
Ford	33	43	8	\$37,868	Rooks	5	31	7	\$31,098
Franklin	22	44	12	\$28,723	Rush	4	50	13	\$33,873
Geary	80	42	8	\$33,270	Russell	8	50	15	\$31,680
Gove	4	50	15	\$35,251	Saline	120	45	10	\$46,895
Graham	5	42	5	\$32,403	Scott	5	52	13	\$25,922
Grant	7	44	10	\$26,387	Sedgwick	1,396	47	12	\$50,950
Gray	5	47	18	\$35,782	Seward	20	45	8	\$38,255
Greeley	6	42	10	\$41,662	Shawnee	1,354	45	10	\$48,300
Greenwood	12	49	15	\$39,008	Sheridan	5	44	13	\$33,547
Hamilton	5	42	11	\$36,412	Sherman	9	45	15	\$36,398
Harper	8	45	11	\$38,620	Smith	5	46	13	\$35,725
Harvey	21	47	13	\$38,877	Stafford	7	45	8	\$33,159
Haskell	5	44	8	\$25,531	Stanton	5	49	12	\$29,465
Hodgeman	4	53	8	\$27,810	Stevens	9	50	11	\$36,595
Jackson	16	48	15	\$45,845	Sumner	17	47	15	\$38,496
Jefferson	11	44	10	\$29,857	Thomas	24	47	13	\$48,497
Jewell	5	49	6	\$32,333	Trego	5	41	15	\$35,243
Johnson	345	44	11	\$38,248	Wabaunsee	6	44	13	\$34,462
Keamy	5	46	22	\$31,962	Wallace	4	48	9	\$33,247
Kingman	9	42	11	\$33,681	Washington	6	53	11	\$36,157
Kiowa	5	43	7	\$32,361	Wichita	5	41	8	\$32,631
Labette	76	48	14	\$47,935	Wilson	11	52	12	\$37,351
Lane	4	42	11	\$33,373	Woodson	5	47	13	\$32,062
Leavenworth	39	42	10	\$38,649	Wyandotte	2,169	43	9	\$49,453
Lincoln	5	53	8	\$49,654					

**Comments:** The average unclassified state employee is 46 years of age with 11 years of service and earns \$51,857 annually.

**Source:** SHARP (June 2001); Excludes classified, temporary, and student employees.

## Classified Employees by Aging Trends

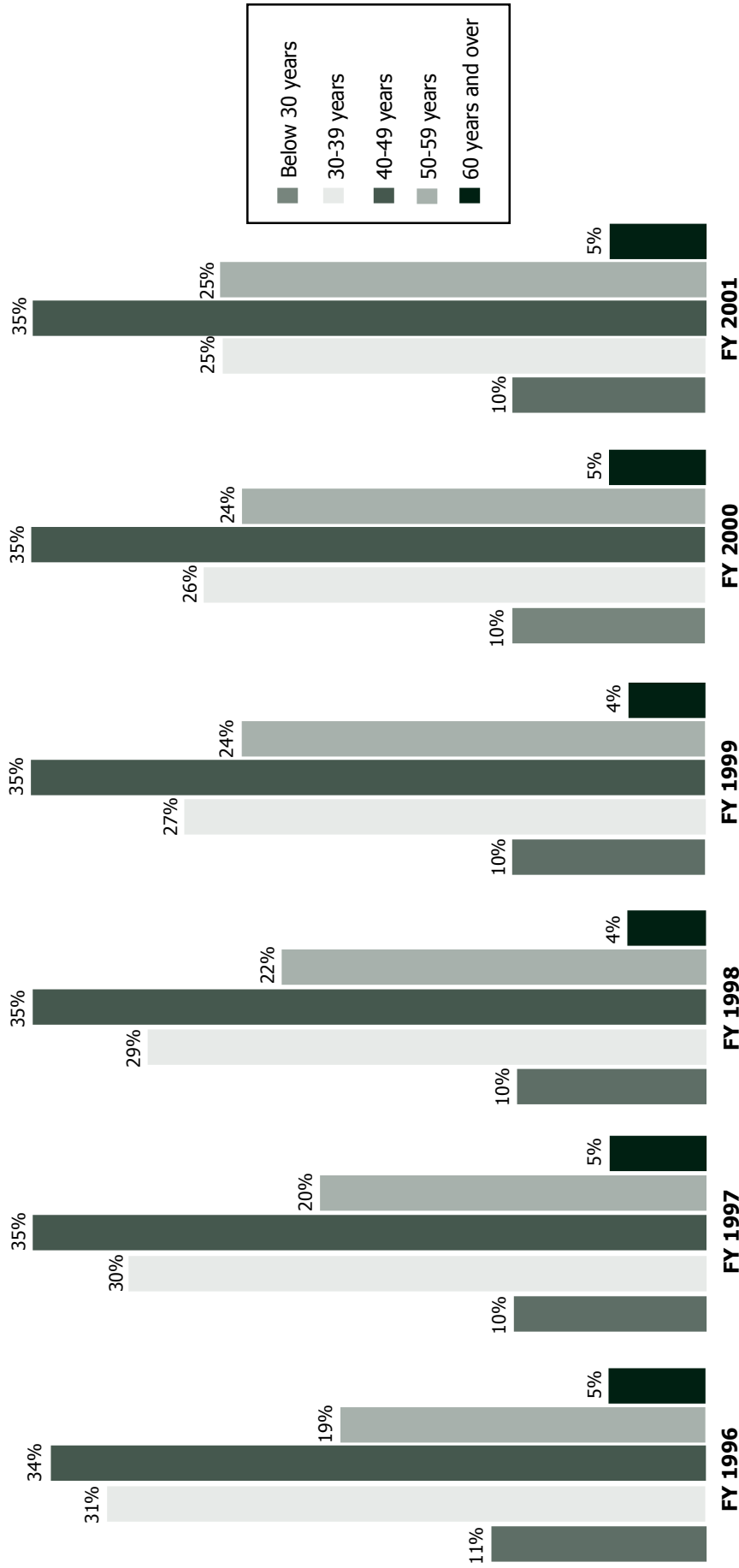
FY 1996 to FY 2001



**Comments:** The average age for classified employees is 45 years of age. The number of classified employees 50 years of age and older has increased more than any other age group, with a rise of 6% since FY 1996. Only 35% of the state workforce is under 40 years of age increasing the need to implement future workforce planning initiatives.

**Source:** SHARP (June 2001); Excludes legislators and unclassified, temporary, and student employees.

## Classified Employees by Age Group

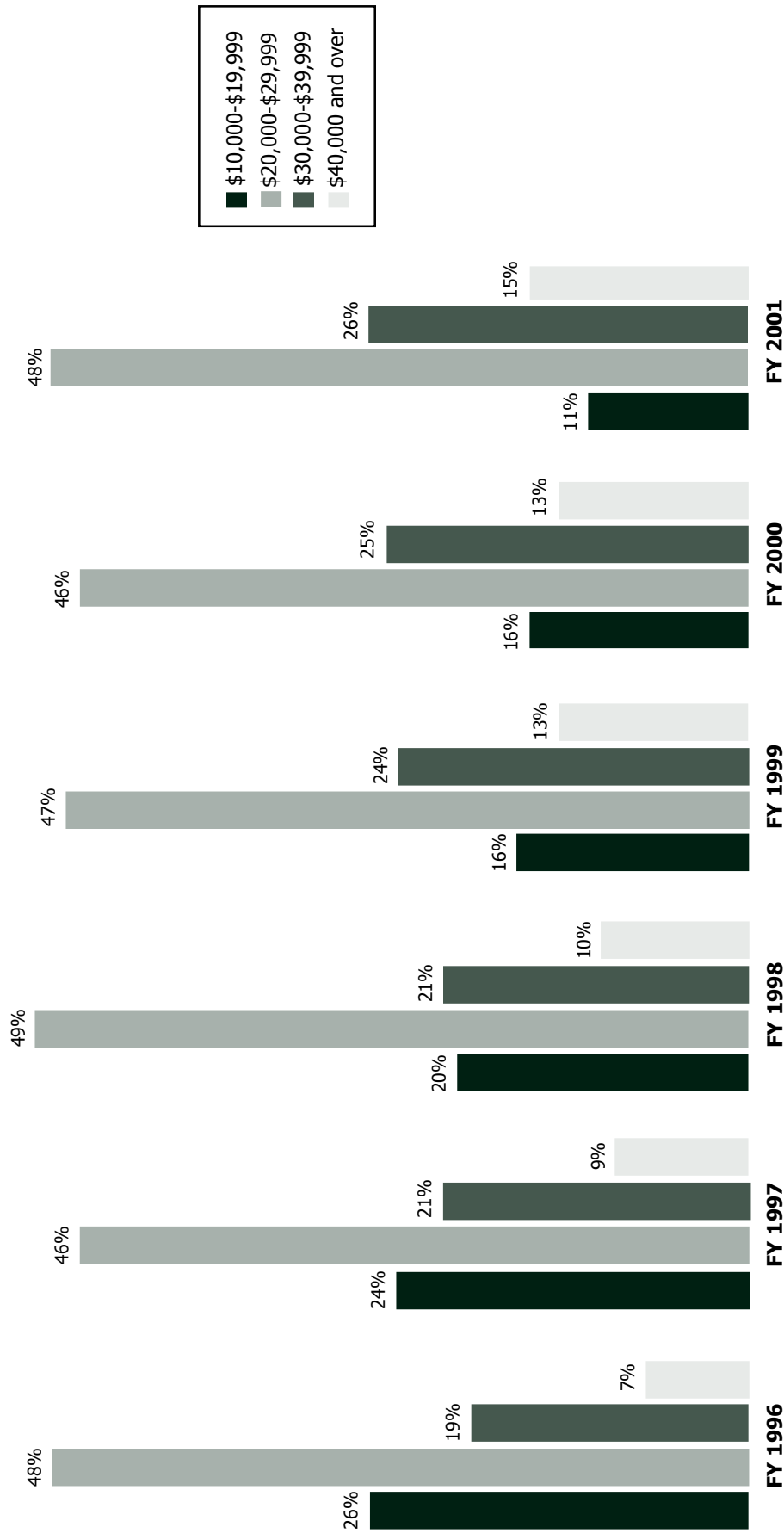


**Comments:** The 50-59 age group is the only area with a significant increase in the number of classified employees since FY 1996. The number of classified employees in the 30-39 group has seen a noticeable decrease over the same timeframe. This trend is expected to continue over the next several years increasing the focus on future workforce planning initiatives to ensure a productive state workforce.

**Source:** SHARP (June 2001); Excludes unclassified, temporary, and student employees.



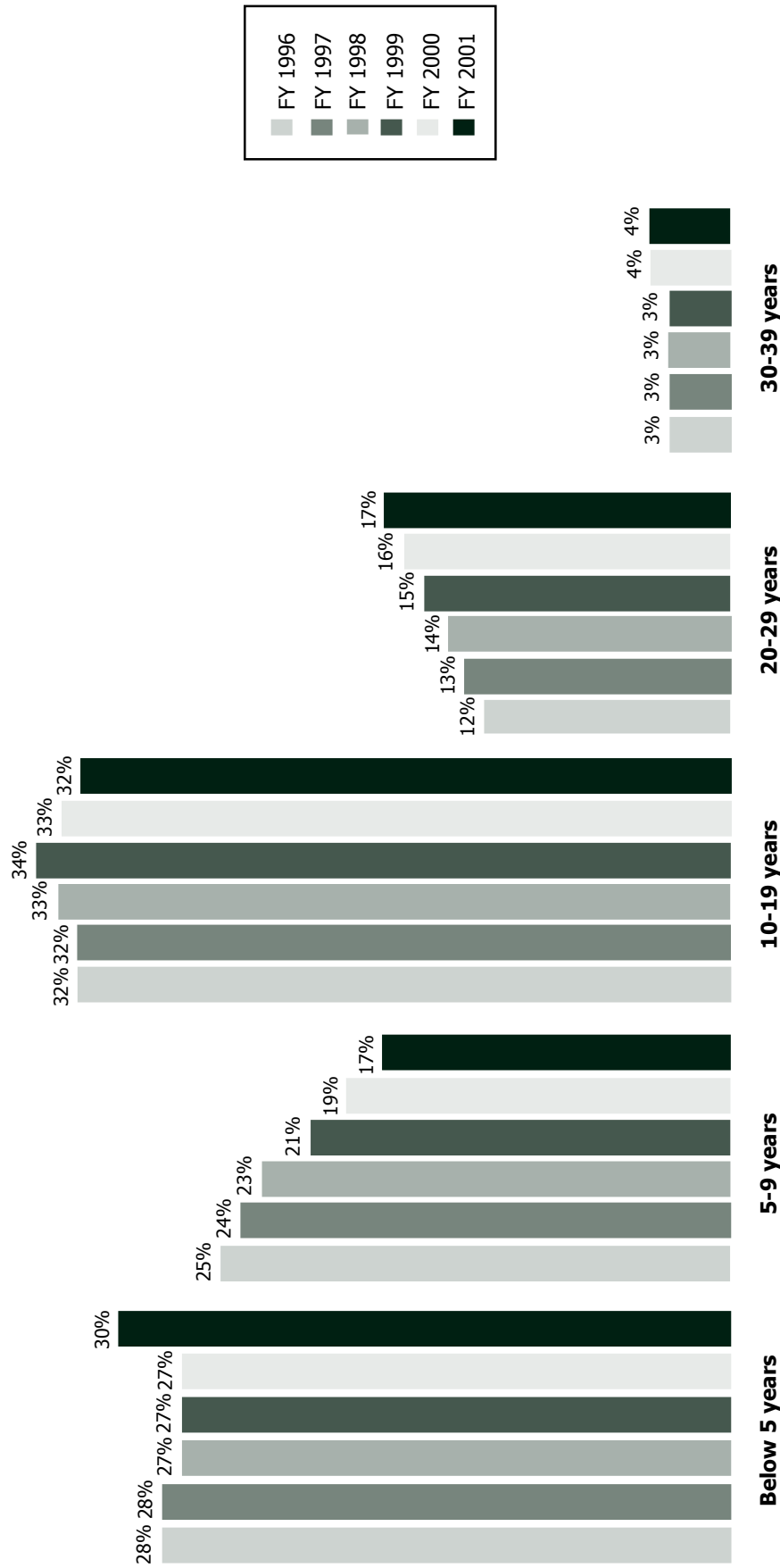
## Classified Employees by Annual Salary



**Comments:** Effective February 4, 2001 the entry level hire rate was increased by 7.5% to enhance recruitment and reduce turnover of new hires. This was accomplished with the elimination of steps 1, 2, and 3 from all pay grades on the State of Kansas Civil Service pay plan. This pay plan modification as well as annual step movement increases and promotions have resulted in the decrease of 15% in the number of employees earning between \$10,000-\$19,999.

**Source:** SHARP (June 2001); Excludes unclassified, temporary, and student employees.

## Classified Employees by Years of Service



**Comments:** The number of employees in the higher years of service ranges have increased steadily over the past five years. These numbers indicate that statewide vacancies due to retirement will continue to increase over the next several years. Information provided in Section Two-Workforce Trends illustrates turnover and retirement data by job class and by agency. The 40 years of service and over category was intentionally excluded due to the low number of employees (less than 1%) in this category.

**Source:** SHARP (June 2001); Excludes unclassified, temporary, and student employees.

## Number of Classified and Unclassified Employees by Agency

Fiscal Year 2001

Agency Name	Number of Classified Employees	Number of Unclassified Employees	Total Number of Employees
Accountancy, Board of	2	1	3
Adjutant General	51	157	208
Administration, Department of	751	25	776
Aging, Department on	118	9	127
Agriculture, Department of	261	13	274
Animal Health Department	26	2	28
Atchison Juvenile Correctional Facility	109	1	110
Attorney General	1	84	85
Banking Department	66	6	72
Barbering, Board of	1	1	2
Behavioral Sciences Regulatory Board	5	3	8
Beloit Juvenile Correctional Facility	99	1	100
Blind, School for the	30	55	85
Citizens' Utility Ratepayer Board	1	1	2
Commerce and Housing, Department of	117	10	127
Corporation Commission, Kansas	130	65	195
Corrections, Department of	294	12	306
Cosmetology, Board of		1	10
Credit Unions, Department of	11	1	12
Deaf, School for the	48	117	165
Dental Board, Kansas	1	1	2
Education, Department of	153	26	179
El Dorado Correctional Facility	446	2	448
Ellsworth Correctional Facility	181	1	182
Emergency Medical Services Board	11	1	12
Emporia State University	311	420	731
Fair, Kansas State	21	1	22
Fire Marshal, State	41	2	43
Fort Hays State University	311	348	659
Governmental Ethics Commission	0		
Governor, Office of the	0	24	24
Healing Arts, Board of	21	6	27
Health and Environment, Department of	875	15	890
Health Care Stabilization Fund Brd of Governors	7	8	15
Highway Patrol	765	5	770
Historical Society, State	121	2	123
Human Resources, Department of	757	39	796
Human Rights Commission, Kansas	30	4	34
Hutchinson Correctional Facility	495	1	496
Indigents' Defense Services, Board of	67	91	158
Insurance Department	37	95	132
Investigation, Kansas Bureau of	181	7	188
Judicial Council	0	5	5
Judiciary	0	1,812	1,812
Juvenile Justice Authority	24	10	34
Kansas Arts Commission	7	1	8
KS Public Employees Retirement System	64	12	76
Kansas State University	1,701	2,182	3,883
Kansas, Inc.	0	4	4
KU Medical Center	583	2,040	2,623
Lansing Correctional Facility	700	1	701
Larned Correctional Mental Health Facility	182	0	182
Larned Juvenile Correctional Facility	122	1	123
Larned State Hospital	631	22	653
Legislative Coordinating Council	0	11	11
Legislative Division of Post Audit	0	22	22
Legislative Research Department	0	37	37
Legislature	0	39	39
Library, State	24	4	28
Lieutenant Governor, Office of the	0	2	2

## Number of Classified and Unclassified Employees by Agency

Fiscal Year 2001

Agency Name	Number of Classified Employees	Number of Unclassified Employees	Total Number of Employees
Lottery, Kansas	41	38	79
Mortuary Arts, Board of	2	1	3
Neurological Institute, Kansas	600	5	605
Norton Correctional Facility	260	0	260
Nursing, Board of	14	2	16
Ombudsman for Corrections	1	3	4
Optometry Examiners, Board of	0	0	0
Oswatomie State Hospital	409	17	426
Parole Board, Kansas	0	4	4
Parsons State Hospital and Training Center	473	7	480
Pharmacy, Board of	5	1	6
Pittsburg State University	306	415	721
Racing and Gaming Commission, Kansas	41	18	59
Rainbow Mental Health Facility	111	4	115
Real Estate Appraisal Board, Kansas	1	1	2
Real Estate Commission, Kansas	10	1	11
Regents, Board of	11	16	27
Revenue, Department of	1,043	30	1,073
Revisor of Statutes	0	25	25
Secretary of State	0	49	49
Securities Commissioner, Office of the	18	8	26
Sentencing Commission, Kansas	0	9	9
Social & Rehabilitation Services, Dept. of	3,637	43	3,680
State Conservation Commission	6	7	13
Tax Appeals, Board of	19	11	30
Technical Professions, Board of	3	2	5
Technology Enterprise Corporation, Kansas	0	30	30
Topeka Correctional Facility	217	0	217
Topeka Juvenile Correctional Facility	207	1	208
Transportation, Kansas Department of	3,062	11	3,073
Treasurer, State	18	32	50
University of Kansas	1,531	2,797	4,328
Veterans' Affairs, Commission on	297	5	302
Veterinary Examiners, Board of	0	3	3
Water Office, Kansas	21	1	22
Wichita State University	684	930	1,614
Wildlife and Parks, Department of	390	6	396
Winfield Correctional Facility	200	0	200
<b>TOTAL</b>	<b>24,638</b>	<b>12,411</b>	<b>37,049</b>

**Comments:** The number of classified and unclassified employees has remained relatively unchanged since Fiscal Year 2000. Statewide, the number of classified employees increased by 1% while the number of unclassified employees increased by 2%.

**Source:** SHARP (June 2001); Excludes legislators, temporary, and student employees.

## Average Classified and Unclassified Salaries by Agency

Fiscal Years 2000 and 2001

Agency Name	Classified		Unclassified	
	FY 2000	FY 2001	FY 2000	FY 2001
Accountancy, Board of	\$21,216	\$21,788	\$46,402	\$51,282
Adjutant General	\$30,753	\$32,272	\$27,548	\$27,784
Administration, Department of	\$33,204	\$34,370	\$57,275	\$63,506
Aging, Department on	\$33,276	\$35,455	\$57,162	\$65,014
Agriculture, Department of	\$35,270	\$36,196	\$54,055	\$52,851
Animal Health Department	\$29,563	\$30,163	\$70,913	\$62,263
Atchison Juvenile Correctional Facility	\$26,427	\$27,508	\$64,755	\$67,369
Attorney General	\$30,878	\$37,107	\$41,320	\$41,936
Banking Department	\$38,339	\$40,251	\$50,587	\$60,966
Barbering, Board of	\$25,397	\$27,726	\$33,322	\$36,753
Behavioral Sciences Regulatory Board	\$26,720	\$26,046	\$26,553	\$38,093
Beloit Juvenile Correctional Facility	\$25,941	\$27,673	\$71,614	\$74,506
Blind, School for the	\$26,640	\$27,644	\$34,493	\$37,083
Citizens' Utility Ratepayer Board	\$30,098	\$30,555	\$66,252	\$73,070
Commerce and Housing, Department of	\$36,008	\$37,827	\$63,487	\$64,585
Corporation Commission, Kansas	\$34,298	\$35,072	\$51,425	\$52,873
Corrections, Department of	\$32,914	\$34,352	\$68,830	\$70,919
Cosmetology, Board of	\$21,994	\$23,811	N/A	\$43,089
Credit Unions, Department of	\$39,477	\$41,063	\$58,917	\$61,296
Deaf, School for the	\$22,833	\$23,553	\$31,931	\$34,290
Dental Board, Kansas	\$23,587	\$24,544	\$46,679	\$50,753
Education, Department of	\$35,289	\$37,352	\$73,711	\$73,943
El Dorado Correctional Facility	\$26,625	\$27,770	\$46,932	\$83,048
Ellsworth Correctional Facility	\$28,496	\$29,960	\$48,114	\$50,057
Emergency Medical Services Board	\$33,746	\$33,505	\$58,000	\$60,342
Emporia State University	\$24,517	\$25,594	\$44,048	\$55,863
Fair, Kansas State	\$27,296	\$27,919	\$73,500	\$81,034
Fire Marshal, State	\$35,443	\$36,770	\$50,064	\$51,171
Fort Hays State University	\$21,432	\$23,090	\$39,549	\$49,504
Governmental Ethics Commission	N/A	N/A	\$38,098	\$37,785
Governor, Office of the	N/A	N/A	\$40,601	\$43,391
Healing Arts, Board of	\$27,166	\$27,311	\$52,303	\$52,285
Health and Environment, Department of	\$36,786	\$37,499	\$68,619	\$68,111
Health Care Stabilization Fund Board of Governors	\$23,982	\$25,233	\$43,163	\$46,249
Highway Patrol	\$32,906	\$34,744	\$63,930	\$65,155
Historical Society, State	\$28,898	\$30,398	\$64,104	\$47,315
Human Resources, Department of	\$33,610	\$35,197	\$52,973	\$50,051
Human Rights Commission, Kansas	\$28,999	\$30,527	\$55,394	\$57,429
Hutchinson Correctional Facility	\$27,786	\$29,297	\$45,813	\$47,430
Indigents' Defense Services, Board of	\$24,513	\$25,770	\$43,186	\$44,767
Insurance Department	\$23,542	\$24,789	\$44,694	\$46,805
Investigation, Kansas Bureau of	\$38,887	\$39,296	\$65,316	\$76,950
Judicial Council	N/A	N/A	\$39,970	\$42,208
Judiciary	N/A	N/A	\$34,145	\$37,545
Juvenile Justice Authority	\$36,160	\$38,198	\$60,352	\$62,851
Kansas Arts Commission	\$35,797	\$37,369	\$64,688	\$67,308
Kansas Public Employees Retirement System	\$31,059	\$32,124	\$71,058	\$79,812
Kansas State University	\$24,628	\$26,211	\$55,492	\$60,397
Kansas, Inc.	N/A	N/A	\$49,825	\$50,454
KU Medical Center	\$25,118	\$25,007	\$48,191	\$50,887
Lansing Correctional Facility	\$27,878	\$28,954	\$44,694	\$43,137
Larned Correctional Mental Health Facility	\$27,072	\$28,391	N/A	N/A
Larned Juvenile Correctional Facility	\$25,485	\$27,423	\$60,617	\$63,066
Larned State Hospital	\$25,737	\$26,288	\$96,411	\$98,036
Legislative Coordinating Council	N/A	N/A	\$37,832	\$40,478
Legislative Division of Post Audit	N/A	N/A	\$49,005	\$51,801
Legislative Research Department	N/A	N/A	\$50,534	\$53,099
Legislature	N/A	N/A	\$35,590	\$34,962
Library, State	\$30,728	\$31,263	\$32,676	\$33,989
Lieutenant Governor, Office of the	N/A	N/A	\$23,886	\$26,683

## Average Classified and Unclassified Salaries by Agency

Fiscal Years 2000 and 2001

Agency Name	Classified		Unclassified	
	FY 2000	FY 2001	FY 2000	FY 2001
Lottery, Kansas	\$32,724	\$33,308	\$38,657	\$39,173
Mortuary Arts, Board of	\$27,997	\$29,120	\$50,531	\$57,654
Neurological Institute, Kansas	\$25,290	\$26,154	\$82,755	\$88,190
Norton Correctional Facility	\$27,003	\$28,615	N/A	N/A
Nursing, Board of	\$30,298	\$30,319	\$54,448	\$52,266
Ombudsman for Corrections	\$26,021	\$27,061	\$39,743	\$38,303
Optometry Examiners, Board of	\$18,054	N/A	N/A	N/A
Osawatomie State Hospital	\$26,659	\$26,995	\$93,230	\$97,630
Parole Board, Kansas	N/A	N/A	\$86,385	\$96,507
Parsons State Hospital and Training Center	\$26,202	\$27,235	\$79,601	\$87,072
Pharmacy, Board of	\$38,651	\$39,948	\$58,685	\$55,825
Pittsburg State University	\$25,331	\$26,372	\$54,053	\$58,491
Racing and Gaming Commission, Kansas	\$29,773	\$31,050	\$49,944	\$52,090
Rainbow Mental Health Facility	\$28,765	\$29,140	\$106,862	\$123,895
Real Estate Appraisal Board, Kansas	\$34,008	\$40,955	\$48,673	\$53,895
Real Estate Commission, Kansas	\$26,300	\$28,109	\$47,000	\$53,000
Regents, Board of	\$27,681	\$28,038	\$62,983	\$68,833
Revenue, Department of	\$30,433	\$31,405	\$49,869	\$55,304
Revisor of Statutes	N/A	N/A	\$50,449	\$51,845
Secretary of State	N/A	N/A	\$29,157	\$33,818
Securities Commissioner, Office of the	\$41,459	\$41,717	\$60,342	\$60,608
Sentencing Commission, Kansas	N/A	N/A	\$33,372	\$40,275
Social & Rehabilitation Services, Department of	\$29,946	\$31,501	\$64,782	\$69,265
State Conservation Commission	\$28,704	\$29,973	\$46,992	\$48,534
Tax Appeals, Board of	\$23,183	\$23,253	\$65,097	\$70,558
Technical Professions, Board of	\$23,026	\$24,967	\$47,117	\$51,862
Technology Enterprise Corporation, Kansas	N/A	N/A	\$49,642	\$51,659
Topeka Correctional Facility	\$28,283	\$30,636	\$112,717	N/A
Topeka Juvenile Correctional Facility	\$26,007	\$27,653	\$63,586	\$65,976
Transportation, Kansas Department of	\$30,522	\$31,618	\$75,658	\$77,425
Treasurer, State	\$27,964	\$29,013	\$49,507	\$40,058
University of Kansas	\$24,358	\$25,498	\$55,867	\$54,837
Veterans' Affairs, Commission on	\$22,097	\$22,235	\$49,499	\$54,017
Veterinary Examiners, Board of	N/A	N/A	\$35,983	\$37,439
Water Office, Kansas	\$44,394	\$45,800	\$70,804	\$73,663
Wheat Commission, Kansas	\$31,411	N/A	\$54,777	N/A
Wichita State University	\$23,739	\$24,580	\$51,182	\$53,993
Wildlife and Parks, Department of	\$33,157	\$34,144	\$51,546	\$54,511
Winfield Correctional Facility	\$27,650	\$29,201	N/A	N/A

**Comments:** The Kansas Wheat Commission was abolished when services were privatized on the first day of Fiscal Year 2001.

**Source:** SHARP (June 2001); Excludes legislators, temporary, and student employees; board/commission members receiving daily pay only; and regents staff that are paid with non-state funds, such as grants and endowment funds.

# Number, Salary, Age, and Years of Service of Classified Employees by Agency

Fiscal Year 2001

Agency Name	Number of Classified Employees	Average Salary	Average Age	Average Years of Service
Accountancy, Board of	2	\$21,788	29	7
Adjutant General	51	\$32,272	46	11
Administration, Department of	751	\$34,370	45	14
Aging, Department on	118	\$35,455	48	13
Agriculture, Department of	261	\$36,196	46	14
Animal Health Department	26	\$30,163	47	11
Atchison Juvenile Correctional Facility	109	\$27,508	43	11
Attorney General	1	\$37,107	52	16
Banking Department	66	\$40,251	39	10
Barbering, Board of	1	\$27,726	63	7
Behavioral Sciences Regulatory Board	5	\$26,046	48	4
Beloit Juvenile Correctional Facility	99	\$27,673	43	11
Blind, School for the	30	\$27,644	48	13
Citizens' Utility Ratepayer Board	1	\$30,555	55	30
Commerce and Housing, Department of	117	\$37,827	44	9
Corporation Commission, Kansas	130	\$35,072	48	14
Corrections, Department of	294	\$34,352	44	12
Cosmetology, Board of	9	\$23,811	46	12
Credit Unions, Department of	11	\$41,063	56	17
Deaf, School for the	48	\$23,553	47	10
Dental Board, Kansas	1	\$24,544	48	27
Education, Department of	153	\$37,352	47	13
El Dorado Correctional Facility	446	\$27,770	40	6
Ellsworth Correctional Facility	181	\$29,960	44	9
Emergency Medical Services Board	11	\$33,505	52	12
Emporia State University	311	\$25,594	46	11
Fair, Kansas State	21	\$27,919	44	10
Fire Marshal, State	41	\$36,770	49	11
Fort Hays State University	311	\$23,090	45	10
Governmental Ethics Commission	0	N/A	N/A	N/A
Governor, Office of the	0	N/A	N/A	N/A
Healing Arts, Board of	21	\$27,311	44	11
Health and Environment, Department of	875	\$37,499	45	11
Health Care Stabilization Fund Bd of Governors	7	\$25,233	38	12
Highway Patrol	765	\$34,744	42	12
Historical Society, State	121	\$30,398	46	13
Human Resources, Department of	757	\$35,197	49	16
Human Rights Commission, Kansas	30	\$30,527	46	13
Hutchinson Correctional Facility	495	\$29,297	43	9
Indigents' Defense Services, Board of	67	\$25,770	42	7
Insurance Department	37	\$24,789	49	13
Investigation, Kansas Bureau of	181	\$39,296	42	13
Judicial Council	0	N/A	N/A	N/A
Judiciary	0	N/A	N/A	N/A
Juvenile Justice Authority	24	\$38,198	43	10
Kansas Arts Commission	7	\$37,369	47	10
KS Public Employees Retirement System	64	\$32,124	49	14
Kansas State University	1,701	\$26,211	46	12
Kansas, Inc.	0	N/A	N/A	N/A
KU Medical Center	583	\$25,007	45	12
Lansing Correctional Facility	700	\$28,954	42	9
Larned Correctional Mental Health Facility	182	\$28,391	40	7
Larned Juvenile Correctional Facility	122	\$27,423	40	8
Larned State Hospital	631	\$26,288	46	13
Legislative Coordinating Council	0	N/A	N/A	N/A
Legislative Division of Post Audit	0	N/A	N/A	N/A
Legislative Research Department	0	N/A	N/A	N/A
Legislature	0	N/A	N/A	N/A
Library, State	24	\$31,263	48	12
Lieutenant Governor, Office of the	0	N/A	N/A	N/A

## Number, Salary, Age, and Years of Service of Classified Employees by Agency

Fiscal Year 2001

Agency Name	Number of Classified Employees	Average Salary	Average Age	Average Years of Service
Lottery, Kansas	41	\$33,308	47	11
Mortuary Arts, Board of	2	\$29,120	46	16
Neurological Institute, Kansas	600	\$26,154	43	12
Norton Correctional Facility	260	\$28,615	44	9
Nursing, Board of	14	\$30,319	49	12
Ombudsman for Corrections	1	\$27,061	62	19
Optometry Examiners, Board of	0	N/A	N/A	N/A
Osawatomie State Hospital	409	\$26,995	46	12
Parole Board, Kansas	0	N/A	N/A	N/A
Parsons State Hospital and Training Center	473	\$27,235	44	12
Pharmacy, Board of	5	\$39,948	39	3
Pittsburg State University	306	\$26,372	47	11
Racing and Gaming Commission, Kansas	41	\$31,050	42	10
Rainbow Mental Health Facility	111	\$29,140	46	11
Real Estate Appraisal Board, Kansas	1	\$40,955	49	19
Real Estate Commission, Kansas	10	\$28,109	51	9
Regents, Board of	11	\$28,038	51	16
Revenue, Department of	1,043	\$31,405	44	13
Revisor of Statutes	0	N/A	N/A	N/A
Secretary of State	0	N/A	N/A	N/A
Securities Commissioner, Office of the	18	\$41,717	47	15
Sentencing Commission, Kansas	0	N/A	N/A	N/A
Social & Rehabilitation Services, Dept. of	3,637	\$31,501	46	13
State Conservation Commission	6	\$29,973	43	15
Tax Appeals, Board of	19	\$23,253	43	11
Technical Professions, Board of	3	\$24,967	53	10
Technology Enterprise Corporation, Kansas	0	N/A	N/A	N/A
Topeka Correctional Facility	217	\$30,636	44	12
Topeka Juvenile Correctional Facility	207	\$27,653	43	12
Transportation, Kansas Department of	3,062	\$31,618	44	13
Treasurer, State	18	\$29,013	49	16
University of Kansas	1,531	\$25,498	45	11
Veterans' Affairs, Commission on	297	\$22,235	44	8
Veterinary Examiners, Board of	0	N/A	N/A	N/A
Water Office, Kansas	21	\$45,800	49	15
Wichita State University	684	\$24,580	47	11
Wildlife and Parks, Department of	390	\$34,144	45	14
Winfield Correctional Facility	200	\$29,201	44	10

**Source:** SHARP (June 2001); Excludes legislators, unclassified, temporary, and student employees.



# Number, Salary, Age, and Years of Service of Unclassified Employees by Agency

Fiscal Year 2001

Agency Name	Number of Unclassified Employees	Average Salary	Average Age	Average Years of Service
Accountancy, Board of	1	\$51,282	49	5
Adjutant General	157	\$27,784	44	7
Administration, Department of	25	\$63,506	45	12
Aging, Department on	9	\$65,014	47	10
Agriculture, Department of	13	\$52,851	44	4
Animal Health Department	2	\$62,263	46	8
Atchison Juvenile Correctional Facility	1	\$67,369	60	12
Attorney General	84	\$41,936	43	8
Banking Department	6	\$60,966	40	9
Barbering, Board of	1	\$36,753	55	14
Behavioral Sciences Regulatory Board	3	\$38,093	46	4
Beloit Juvenile Correctional Facility	1	\$74,506	63	39
Blind, School for the	55	\$37,083	46	11
Citizens' Utility Ratepayer Board	1	\$73,070	52	9
Commerce and Housing, Department of	10	\$64,585	46	6
Corporation Commission, Kansas	65	\$52,873	46	10
Corrections, Department of	12	\$70,919	49	16
Cosmetology, Board of	1	\$43,089	50	18
Credit Unions, Department of	1	\$61,296	44	4
Deaf, School for the	117	\$34,290	45	13
Dental Board, Kansas	1	\$50,753	46	2
Education, Department of	26	\$73,943	49	14
El Dorado Correctional Facility	2	\$83,048	47	15
Ellsworth Correctional Facility	1	\$50,057	46	9
Emergency Medical Services Board	1	\$60,342	57	2
Emporia State University	420	\$55,863	47	10
Fair, Kansas State	1	\$81,034	48	4
Fire Marshal, State	2	\$51,171	50	11
Fort Hays State University	348	\$49,504	47	11
Governmental Ethics Commission	9	\$37,785	43	17
Governor, Office of the	24	\$43,391	39	6
Healing Arts, Board of	6	\$52,285	42	11
Health and Environment, Department of	15	\$68,111	50	9
Health Care Stabilization Fund Brd of Governors	8	\$46,249	51	13
Highway Patrol	5	\$65,155	47	16
Historical Society, State	2	\$47,315	57	14
Human Resources, Department of	39	\$50,051	45	6
Human Rights Commission, Kansas	4	\$57,429	52	16
Hutchinson Correctional Facility	1	\$47,430	48	6
Indigents' Defense Services, Board of	91	\$44,767	38	6
Insurance Department	95	\$46,805	47	11
Investigation, Kansas Bureau of	7	\$76,950	52	17
Judicial Council	5	\$42,208	36	12
Judiciary	1,812	\$37,545	45	10
Juvenile Justice Authority	10	\$62,851	50	12
Kansas Arts Commission	1	\$67,308	56	2
KS Public Employees Retirement System	12	\$79,812	49	14
Kansas State University	2,182	\$60,397	47	12
Kansas, Inc.	4	\$50,454	45	7
KU Medical Center	2,040	\$50,887	43	8
Lansing Correctional Facility	1	\$43,137	50	10
Larned Correctional Mental Health Facility	0	N/A	N/A	N/A
Larned Juvenile Correctional Facility	1	\$63,066	52	27
Larned State Hospital	22	\$98,036	56	10
Legislative Coordinating Council	11	\$40,478	49	11
Legislative Division of Post Audit	22	\$51,801	41	11
Legislative Research Department	37	\$53,099	46	15
Legislature	39	\$34,962	40	5
Library, State	4	\$33,989	52	10
Lieutenant Governor, Office of the	2	\$26,683	37	2

## Number, Salary, Age, and Years of Service of Unclassified Employees by Agency

Fiscal Year 2001

Agency Name	Number of Unclassified Employees	Average Salary	Average Age	Average Years of Service
Lottery, Kansas	38	\$39,173	48	10
Mortuary Arts, Board of	1	\$57,654	47	21
Neurological Institute, Kansas	5	\$88,190	51	11
Norton Correctional Facility	0	N/A	N/A	N/A
Nursing, Board of	2	\$52,266	43	5
Ombudsman for Corrections	3	\$38,303	46	8
Optometry Examiners, Board of	0	N/A	N/A	N/A
Osawatomie State Hospital	17	\$97,630	50	12
Parole Board, Kansas	4	\$96,507	55	9
Parsons State Hospital and Training Center	7	\$87,072	57	18
Pharmacy, Board of	1	\$55,825	47	1
Pittsburg State University	415	\$58,491	48	11
Racing and Gaming Commission, Kansas	18	\$52,090	49	9
Rainbow Mental Health Facility	4	\$123,895	56	26
Real Estate Appraisal Board, Kansas	1	\$53,895	42	11
Real Estate Commission, Kansas	1	\$53,000	40	
Regents, Board of	16	\$68,833	45	11
Revenue, Department of	30	\$55,304	41	7
Revisor of Statutes	25	\$51,845	49	18
Secretary of State	49	\$33,818	41	7
Securities Commissioner, Office of the	8	\$60,608	40	8
Sentencing Commission, Kansas	9	\$40,275	50	3
Social & Rehabilitation Service, s Dept. of	43	\$69,265	50	17
State Conservation Commission	7	\$48,534	48	10
Tax Appeals, Board of	11	\$70,558	45	5
Technical Professions, Board of	2	\$51,862	53	15
Technology Enterprise Corporation, Kansas	30	\$51,659	43	6
Topeka Correctional Facility	0	N/A	N/A	N/A
Topeka Juvenile Correctional Facility	1	\$65,976	61	1
Transportation, Kansas Department of	11	\$77,425	56	22
Treasurer, State	32	\$40,058	43	8
University of Kansas	2,797	\$54,837	46	12
Veterans' Affairs, Commission on	5	\$54,017	54	9
Veterinary Examiners, Board of	3	\$37,439	49	9
Water Office, Kansas	1	\$73,663	54	16
Wichita State University	930	\$53,993	48	12
Wildlife and Parks, Department of	6	\$54,511	42	9
Winfield Correctional Facility	0	N/A	N/A	N/A

**Source:** SHARP (June 2001); Excludes legislators, classified, temporary, and student employees.

## Occupational Categories of Classified Employees by Gender, Average Age, Years of Service, and Salary

Fiscal Year 2001

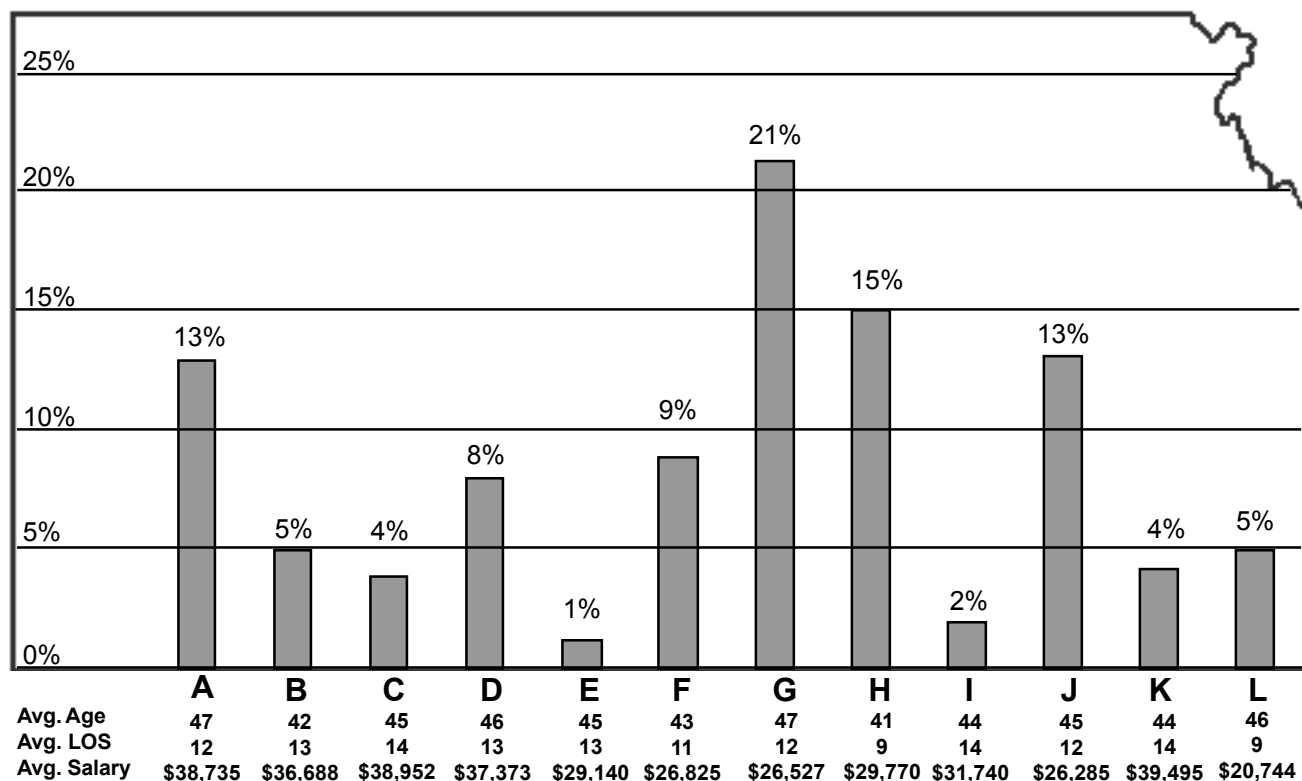
Num ber of Em ployees	Percent Male	Average			Percent Fem ale	Average		
		Age	Years of Service	Annual Salary		Age	Years of Service	Annual Salary
Accountants, Auditors and Financial Exam iners; Public Relations, Marketing and Econom ic Developm ent Professionals; Regulatory and Com pliance Inspectors; General Business Adm inistrators and Managers; Real Estate and Property Appraisers; Hum an Resources Professionals and Trainers								
3,178	35%	49	14	\$42,123	65%	46	14	\$36,095
Architect and Engineer Professionals and Associates								
1,156	88%	44	15	\$38,984	12%	40	11	\$34,392
Analysts, Consultants and Planners; Science Professionals, Technicians and Technologists								
948	64%	46	14	\$40,358	36%	42	12	\$36,536
Psychologists, Social W orkers and Rehabilitation Counselors; Hum an Services Professionals and Technicians; Legal Professionals and Technicians								
2,042	27%	48	14	\$36,925	73%	45	13	\$32,447
Archival, H istorical, Museum & Library Professionals and Technicians; Graphic and Perform ing Artists								
361	34%	44	12	\$29,901	66%	46	14	\$27,561
Non-Licensed M edical and Health Technicians; Licensed M edical and Health Professionals and Technicians; Anim al M edical and Health Professionals and Technicians								
2,113	27%	42	11	\$26,481	73%	45	12	\$26,068
Adm inistrative Specialists; Office Support W orkers								
5,238	10%	46	12	\$23,967	90%	46	12	\$22,640
Protective Services Professionals and Technicians								
3,768	77%	42	10	\$31,296	23%	40	8	\$28,245
Conservation , Horticultural & W ildlife/Forestry Professionals and Technicians; Grain Service Inspectors, Operators and Exam iners								
337	93%	44	15	\$34,201	7%	42	12	\$27,543
Printing W orkers; Building and Electronic Trades W orkers; Vehicle , Equipm ent and Aircraft M echanics/Operators								
3,212	96%	46	12	\$27,073	4%	43	10	\$23,793
Inform ation Resource Managem ent Professionals and Technicians; Data Processing Professionals and Technicians; Telecom m unications Professionals and Technicians								
1,025	62%	44	12	\$41,609	38%	44	16	\$38,932
Dietetic, Nutrition and Food Services Professionals and Technicians; M iscellaneous Services Professionals and W orkers								
1,260	40%	47	10	\$18,374	60%	49	10	\$19,275

**Comments:** Occupational categories may include para-professionals, technicians, and administrative support positions.

**Source:** SHARP (June 2001); Excludes unclassified, temporary, and student employees.

## Occupational Category Comparison

Percentage of Workforce, Average Age, Length of Service, and Salary



**Category A:** Accountants, Auditors, Financial Examiners, Public Relations, Marketing, Economic Development Professionals, Regulatory and Compliance Inspectors, General Business Administrators and Managers, Real Estate and Property Appraisers, Human Resource Professionals and Trainers

**Category B:** Architect and Engineer Professionals and Associates

**Category C:** Analysts, Consultants, Planners, Science Professionals, Technicians and Technologists

**Category D:** Psychologists, Social Workers, Rehabilitation Counselors, Human Service Professionals and Technicians, Legal Professionals and Technicians

**Category E:** Archival, Historical, Museum and Library Professionals and Technicians, Graphic and Performing Artists

**Category F:** Non-Licensed Medical and Health Technicians, Licensed Medical and Health Professionals and Technicians, Animal Medical and Health Professionals and Technicians

**Category G:** Administrative Specialists and Office Support Workers

**Category H:** Protective Services Professionals and Technicians

**Category I:** Conservation, Horticultural and Wildlife/Forestry Professionals and Technicians, Grain Service Inspectors, Operators and Examiners

**Category J:** Printing Workers, Building and Electronic Trades Workers, Vehicle, Equipment and Aircraft Mechanics and Operators

**Category K:** Information Resource Management Professionals and Technicians, Data Processing Professionals and Technicians, Telecommunications Professionals and Technicians

**Category L:** Dietetic, Nutrition and Food Services Professionals and Technicians, Miscellaneous Services

**Comments:** The occupational category with the largest percent of state classified employees is Administrative Specialists and Office Support Workers.

**Source:** SHARP (June 2001); Excludes unclassified, temporary, and student employees.

## Positions by Agency

### Full Time Equivalent (FTE) and Unclassified Temporary

Agency Name	Fiscal Year					FY 1997-2001
	1997	1998	1999	2000	2001	+ / -
Accountancy, Board of	3.0	3.0	3.0	3.0	3.0	0.0
Adjutant General	272.0	277.0	273.0	241.0	241.0	-31.0
FTE Positions	225.5	218.0	215.0	215.0	215.0	-10.5
Unclassified Temporary Positions	46.5	59.0	58.0	26.0	26.0	-20.5
Administration, Department of	870.8	865.6	880.0	901.8	894.2	23.4
FTE Positions	863.3	855.4	861.5	885.4	874.4	11.1
Unclassified Temporary Positions	7.5	10.2	18.5	16.4	19.8	12.3
Aging, Department of	61.1	163.3	160.0	160.0	160.0	98.9
FTE Positions	57.3	159.5	156.0	157.0	157.0	99.7
Unclassified Temporary Positions	3.8	3.8	4.0	3.0	3.0	-0.8
Agriculture, Department of	327.8	330.0	327.0	330.5	321.2	-6.6
FTE Positions	305.8	311.0	304.0	312.5	303.2	-2.6
Unclassified Temporary Positions	22.0	19.0	23.0	18.0	18.0	-4.0
Animal Health Department	29.0	29.0	30.0	30.0	30.0	1.0
Atchison Juvenile Correctional Facility	128.0	119.0	120.0	120.0	120.0	-8.0
Attorney General	86.0	86.0	102.0	104.0	105.0	19.0
FTE Positions	86.0	86.0	87.0	90.0	91.0	5.0
Unclassified Temporary Positions	0.0	0.0	15.0	14.0	14.0	14.0
Banking Department	72.0	71.0	68.0	75.0	77.0	5.0
Barbering, Board of	2.0	1.5	1.5	1.5	1.5	-0.5
Behavioral Sciences Regulatory Board	6.5	6.5	6.5	6.8	7.8	1.3
Beloit Juvenile Correctional Facility	94.0	92.0	92.0	104.0	104.0	10.0
Blind, School for the	105.5	104.5	104.5	104.5	105.0	-0.5
FTE Positions	93.5	92.5	93.5	92.5	92.5	-1.0
Unclassified Temporary Positions	12.0	12.0	11.0	12.0	12.5	0.5
Citizens' Utility Ratepayer Board	3.0	4.0	4.0	4.0	4.0	1.0
FTE Positions	2.0	3.0	3.0	3.0	4.0	2.0
Unclassified Temporary Positions	1.0	1.0	1.0	1.0	0.0	-1.0
Commerce and Housing, Department of	135.0	139.0	133.0	137.0	140.0	5.0
FTE Positions	134.0	134.0	132.0	133.0	136.0	2.0
Unclassified Temporary Positions	1.0	5.0	1.0	4.0	4.0	3.0
Conservation Commission, State	14.0	14.0	13.5	13.5	13.5	-0.5
Consumer Credit Commissioner	7.0	7.0	0.0	0.0	0.0	-7.0
Corporation Commission, Kansas	213.0	211.0	211.0	209.0	209.0	-4.0
Corporation for Change, Kansas	5.0	0.0	0.0	0.0	0.0	-5.0
FTE Positions	0.0	0.0	0.0	0.0	0.0	0.0
Unclassified Temporary Positions	5.0	0.0	0.0	0.0	0.0	-5.0
Corrections, Department of	313.0	311.0	314.0	327.0	335.0	22.0
FTE Positions	308.0	303.0	302.0	313.0	321.0	13.0
Unclassified Temporary Positions	5.0	8.0	12.0	14.0	14.0	9.0
Cosmetology, Board of	9.0	11.0	12.0	12.0	12.0	3.0
Credit Unions, Department of	12.0	12.0	12.0	12.0	12.0	0.0
Deaf, School for the	203.5	202.5	196.0	195.0	194.0	-9.5
FTE Positions	176.5	175.5	175.5	174.5	173.5	-3.0
Unclassified Temporary Positions	27.0	27.0	20.5	20.5	20.5	-6.5
Dental Board, Kansas	2.4	1.6	1.6	2.0	2.0	-0.4
Education, Department of	244.8	244.3	244.4	237.9	237.9	-6.9
FTE Positions	204.0	204.0	207.5	199.5	201.5	-2.5
Unclassified Temporary Positions	40.8	40.3	36.9	38.4	36.4	-4.4
El Dorado Correctional Facility	387.0	386.0	386.0	386.0	453.0	66.0
Ellsworth Correctional Facility	185.5	186.5	185.5	185.5	183.5	-2.0
FTE Positions	184.5	185.5	184.5	184.5	182.5	-2.0
Unclassified Temporary Positions	1.0	1.0	1.0	1.0	1.0	0.0
Emergency Medical Services Board	13.0	15.0	15.0	15.0	15.0	2.0
FTE Positions	13.0	13.0	13.0	13.0	13.0	0.0
Unclassified Temporary Positions	0.0	2.0	2.0	2.0	2.0	2.0
Emporia State University	739.1	738.8	757.2	764.3	763.3	24.2
Fair, Kansas State	18.0	18.0	18.0	21.0	22.0	4.0
Fire Marshal, State	40.0	42.0	43.0	47.0	47.0	7.0
FTE Positions	40.0	40.0	40.0	44.0	44.0	4.0
Unclassified Temporary Positions	0.0	2.0	3.0	3.0	3.0	3.0
Fort Hays University	689.8	689.2	702.7	710.6	710.6	20.8

## Positions by Agency

### Full Time Equivalent (FTE) and Unclassified Temporary

Agency Name	Fiscal Year					FY 1997-2001
	1997	1998	1999	2000	2001	+ / -
Governmental Ethics Commission	9.6	9.4	9.6	9.5	9.6	0.0
FTE Positions	9.0	9.0	9.0	9.0	9.0	0.0
Unclassified Temporary Positions	0.6	0.4	0.6	0.5	0.6	0.0
Governor, Office of the	34.0	34.1	33.9	31.9	32.9	-1.1
FTE Positions	28.5	30.0	30.0	29.0	30.0	1.5
Unclassified Temporary Positions	5.5	4.1	3.9	2.9	2.9	-2.6
Grain Inspection Department	117.0	0.0	0.0	0.0	0.0	-117.0
Guardianship Program, Kansas	12.0	12.0	13.0	13.0	13.0	1.0
Healing Arts, Board of	27.0	27.0	27.0	29.0	29.0	2.0
Health and Environment, Dept. of Environment	467.5	472.5	483.5	488.5	488.5	21.0
FTE Positions	392.0	401.0	412.0	410.0	410.0	18.0
Unclassified Temporary Positions	75.5	71.5	71.5	78.5	78.5	3.0
Health and Environment, Department of Health	487.7	505.8	496.3	540.5	538.5	50.8
FTE Positions	408.6	420.0	424.5	433.5	431.5	22.9
Unclassified Temporary Positions	79.1	85.8	71.8	107.0	107.0	27.9
Health Care Stabilization Fund Board of Governors	16.0	16.0	16.0	16.0	16.0	0.0
Highway Patrol	813.5	798.8	813.8	856.3	886.3	72.8
FTE Positions	799.5	782.8	793.8	808.8	823.8	24.3
Unclassified Temporary Positions	14.0	16.0	20.0	47.5	62.5	48.5
Historical Society, State	146.5	147.5	149.5	147.5	146.5	0.0
FTE Positions	136.5	136.5	138.5	137.5	136.5	0.0
Unclassified Temporary Positions	10.0	11.0	11.0	10.0	10.0	0.0
Human Resources, Department of	1,049.5	1,062.5	1,070.5	1,024.5	992.3	-57.2
FTE Positions	1,020.5	1,002.5	1,003.5	996.5	964.3	-56.2
Unclassified Temporary Positions	29.0	60.0	67.0	28.0	28.0	-1.0
Human Rights Commission	40.0	40.0	40.0	37.0	37.0	-3.0
FTE Positions	38.0	37.0	37.0	36.0	36.0	-2.0
Unclassified Temporary Positions	2.0	3.0	3.0	1.0	1.0	-1.0
Hutchinson Correctional Facility	512.0	511.0	512.0	511.0	512.0	0.0
FTE Positions	512.0	511.0	510.0	509.0	510.0	-2.0
Unclassified Temporary Positions	0.0	0.0	2.0	2.0	2.0	2.0
Indigents' Defense Services, Board of	155.0	172.0	166.0	166.0	162.0	7.0
FTE Positions	153.0	170.0	165.0	165.0	161.0	8.0
Unclassified Temporary Positions	2.0	2.0	1.0	1.0	1.0	-1.0
Insurance Department	166.2	163.5	165.5	166.5	159.0	-7.2
FTE Positions	164.2	161.5	163.5	164.5	157.0	-7.2
Unclassified Temporary Positions	2.0	2.0	2.0	2.0	2.0	0.0
Investigation, Kansas Bureau of	211.5	243.5	245.0	228.0	225.0	13.5
FTE Positions	194.5	195.5	194.0	203.0	200.0	5.5
Unclassified Temporary Positions	17.0	48.0	51.0	25.0	25.0	8.0
Judicial Council	5.0	4.0	4.0	4.0	4.0	-1.0
FTE Positions	4.0	4.0	4.0	4.0	4.0	0.0
Unclassified Temporary Positions	1.0	0.0	0.0	0.0	0.0	-1.0
Judiciary	1,749.0	1,766.0	1,787.5	1,813.5	1,814.5	65.5
Juvenile Justice Authority	1.0	36.0	40.0	41.0	41.0	40.0
FTE Positions	1.0	30.0	32.0	32.0	34.0	33.0
Unclassified Temporary Positions	0.0	6.0	8.0	9.0	7.0	7.0
Kansas Arts Commission	8.0	8.0	8.0	8.0	8.0	0.0
KS Public Employees Retirement System	76.0	76.0	76.0	76.0	79.0	3.0
Kansas State University	3,045.2	3,147.9	3,145.3	3,151.8	3,147.8	102.6
Kansas, Inc.	5.0	5.0	5.0	4.0	4.0	-1.0
KU Medical Center	4,325.8	4,618.5	4,469.8	2,494.7	2,489.7	-1,836.1
Lansing Correctional Facility	716.0	703.0	701.5	707.0	703.0	-13.0
Lamed Correctional Mental Health Facility	168.0	178.0	177.0	176.0	187.0	19.0
Lamed Juvenile Correctional Facility	122.0	133.0	135.0	136.0	136.0	14.0
FTE Positions	122.0	127.0	128.0	128.0	128.0	6.0
Unclassified Temporary Positions	0.0	6.0	7.0	8.0	8.0	8.0
Lamed State Hospital	787.8	771.6	765.6	766.6	760.6	-27.2
Legislative Coordinating Council	11.0	12.0	14.0	14.0	14.0	3.0
FTE Positions	10.0	11.0	13.0	13.0	13.0	3.0
Unclassified Temporary Positions	1.0	1.0	1.0	1.0	1.0	0.0
Legislative Division of Post Audit	22.5	22.1	21.2	22.0	22.0	-0.5
FTE Positions	20.0	20.0	20.0	21.0	21.0	1.0
Unclassified Temporary Positions	2.5	2.1	1.2	1.0	1.0	-1.5

## Positions by Agency

### Full Time Equivalent (FTE) and Unclassified Temporary

Agency Name	Fiscal Year					FY 1997-2001
	1997	1998	1999	2000	2001	+ / -
Legislative Research Department	37.0	37.0	37.0	37.0	37.0	0.0
Legislature	30.0	30.0	31.0	32.0	33.0	3.0
Library, State	26.0	27.0	27.0	27.0	27.0	1.0
Lieutenant Governor, Office of the	3.0	3.6	4.0	4.0	4.0	1.0
FTE Positions	3.0	3.0	3.0	3.0	3.0	0.0
Unclassified Temporary Positions	0.0	0.6	1.0	1.0	1.0	1.0
Lottery, Kansas	88.0	95.0	90.0	90.0	90.0	2.0
FTE Positions	88.0	89.0	88.0	88.0	88.0	0.0
Unclassified Temporary Positions	0.0	6.0	2.0	2.0	2.0	2.0
Mortuary Arts, Board of	3.0	3.0	3.0	3.0	3.0	0.0
Neurological Institute, Kansas	704.5	690.0	688.0	680.5	676.5	-28.0
FTE Positions	701.5	676.0	674.0	666.5	662.5	-39.0
Unclassified Temporary Positions	3.0	14.0	14.0	14.0	14.0	11.0
Norton Correctional Facility	235.0	236.0	266.0	266.0	259.0	24.0
Board of Nursing	16.5	18.5	17.5	17.5	17.5	1.0
FTE Positions	16.5	16.5	16.5	16.5	16.5	0.0
Unclassified Temporary Positions	0.0	2.0	1.0	1.0	1.0	1.0
Commission for Corrections	4.0	4.0	4.0	3.5	3.5	-0.5
Optometry Examiners, Board of	1.3	2.0	2.0	2.0	2.0	0.7
FTE Positions	0.3	1.0	1.0	1.0	1.0	0.7
Unclassified Temporary Positions	1.0	1.0	1.0	1.0	1.0	0.0
Oswatomie State Hospital	573.7	529.4	485.4	482.4	481.4	-92.3
Parole Board, Kansas	5.0	4.0	4.0	4.0	4.0	-1.0
Parsons State Hospital and Training Center	518.1	525.1	525.1	518.1	518.1	0.0
FTE Positions	518.0	524.0	523.0	516.0	516.0	-2.0
Unclassified Temporary Positions	0.1	1.1	2.1	2.1	2.1	2.0
Pharmacy, Board of	6.0	6.0	6.0	6.0	6.0	0.0
Pittsburg State University	717.1	717.0	735.0	800.2	799.2	82.1
Racing and Gaming Commission, Kansas	58.0	61.0	75.0	84.0	83.0	25.0
FTE Positions	55.0	52.0	62.0	71.0	72.0	17.0
Unclassified Temporary Positions	3.0	9.0	13.0	13.0	11.0	8.0
Rainbow Mental Health Facility	136.4	151.4	165.5	159.4	157.4	21.0
FTE Positions	136.4	143.4	142.5	136.4	134.4	-2.0
Unclassified Temporary Positions	0.0	8.0	23.0	23.0	23.0	23.0
Real Estate Appraisal Board	2.0	3.0	3.0	3.0	3.0	1.0
Real Estate Commission, Kansas	14.0	14.0	14.0	14.0	13.0	-1.0
Regents, Board of	18.0	18.0	18.0	26.0	28.0	10.0
Revenue, Department of	1,208.5	1,179.5	1,184.0	1,180.0	1,162.0	-46.5
Revisor of Statutes	25.8	36.0	36.0	36.0	36.0	10.2
FTE Positions	25.8	26.0	26.0	26.0	26.0	0.2
Unclassified Temporary Positions	0.0	10.0	10.0	10.0	10.0	10.0
Secretary of State	56.0	54.0	53.0	54.0	75.0	19.0
FTE Positions	56.0	54.0	53.0	54.0	57.0	1.0
Unclassified Temporary Positions	0.0	0.0	0.0	0.0	18.0	18.0
Securities Commissioner, Office of the	26.0	27.0	27.0	27.8	27.8	1.8
Sentencing Commission, Kansas	9.0	13.0	12.0	12.0	12.0	3.0
FTE Positions	6.0	9.0	9.0	9.0	10.0	4.0
Unclassified Temporary Positions	3.0	4.0	3.0	3.0	2.0	-1.0
Social and Rehabilitation Services, Dept of	4,744.3	4,390.0	4,295.6	4,314.0	4,041.1	-703.2
FTE Positions	4,612.0	4,317.0	4,194.1	4,169.5	3,896.6	-715.4
Unclassified Temporary Positions	132.3	73.0	101.5	144.5	144.5	12.2
Tax Appeals, Board of	32.0	32.0	41.0	32.5	33.0	1.0
FTE Positions	32.0	30.0	37.0	31.0	31.0	-1.0
Unclassified Temporary Positions	0.0	2.0	4.0	1.5	2.0	2.0
Technical Professions, Board of	4.0	5.0	6.0	6.0	6.0	2.0
Technology Enterprise Corporation, Kansas	33.0	33.0	34.0	35.0	35.0	2.0
FTE Positions	19.0	18.0	18.0	18.0	18.0	-1.0
Unclassified Temporary Positions	14.0	15.0	16.0	17.0	17.0	3.0
Topeka Correctional Facility	284.0	303.0	304.0	308.0	307.0	23.0
FTE Positions	281.0	300.0	300.0	304.0	304.0	23.0
Unclassified Temporary Positions	3.0	3.0	4.0	4.0	3.0	0.0
Topeka Juvenile Correctional Facility	219.0	222.0	222.0	226.0	226.0	7.0

## Positions by Agency

### Full Time Equivalent (FTE) and Unclassified Temporary

Agency Name	Fiscal Year					FY 1997-2001
	1997	1998	1999	2000	2001	+ / -
Topeka State Hospital	530.1	0.0	0.0	0.0	0.0	-530.1
Transportation, Kansas Department of	3,241.0	3,141.5	3,113.6	3,223.5	3,250.5	9.5
FTE Positions	3,238.5	3,139.5	3,111.5	3,219.5	3,247.5	9.0
Unclassified Temporary Positions	2.5	2.0	2.1	4.0	3.0	0.5
Treasurer, State	56.5	56.5	55.5	60.5	59.5	3.0
FTE Positions	56.5	56.5	55.5	55.5	55.5	-1.0
Unclassified Temporary Positions	0.0	0.0	0.0	5.0	4.0	4.0
University of Kansas	4,504.6	4,406.0	4,551.9	4,578.1	4,574.1	69.5
Veterans' Affairs, Commission on	191.8	190.8	228.8	341.8	458.8	267.0
FTE Positions	191.8	189.8	227.8	337.8	454.8	263.0
Unclassified Temporary Positions	0.0	1.0	1.0	4.0	4.0	4.0
Veterinary Examiners, Board of	2.0	2.0	3.0	3.0	3.0	1.0
Water Office, Kansas	23.0	22.5	22.5	23.5	23.5	0.5
FTE Positions	22.0	21.5	21.5	22.5	22.5	0.5
Unclassified Temporary Positions	1.0	1.0	1.0	1.0	1.0	0.0
Wheat Commission, Kansas	8.0	8.0	8.0	8.0	0.0	-8.0
Wichita State University	1,697.0	1,681.6	1,731.4	1,728.0	1,726.5	29.5
Winfield State Hospital and Training Ctr	521.5	445.3	0.0	0.0	0.0	-521.5
FTE Positions	521.5	432.0	0.0	0.0	0.0	-521.5
Unclassified Temporary Positions	0.0	13.3	0.0	0.0	0.0	0.0
Wildlife and Parks, Department of	402.3	396.5	395.3	449.5	449.5	47.2
FTE Positions	393.3	393.5	392.3	393.5	393.5	0.2
Unclassified Temporary Positions	9.0	3.0	3.0	56.0	56.0	47.0
Winfield Correctional Facility	158.0	202.0	202.0	201.0	200.0	42.0
Total FTE Positions	41,187.4	40,422.0	40,003.4	38,443.4	38,302.3	-2,885.1
Total Unclassified Temporary Positions	585.7	678.2	731.6	804.8	831.3	245.6
Total Positions	41,773.1	41,100.2	40,735.0	39,248.2	39,133.6	-2,639.5

**Comments:** Positions by Agency reflects the total number of positions authorized for each state agency. Total positions are divided into FTE positions and unclassified temporary positions. The number of FTE positions for each agency is typically constrained by a limitation included in appropriation bills. Positions in legislative and judicial agencies along with several agencies of the executive branch, such as Regents institutions and the Board of Indigents' Defense Services, are not constrained by a limitation. Similarly, unclassified temporary positions are not subject to a position limitation.

#### State Agency Closures:

Grain Inspection Department - Privatized, FY 1998  
 Topeka State Hospital - Closed, FY 1998  
 Winfield State Hospital - Closed, FY 1999  
 Kansas Wheat Commission - Privatized, FY 2001

#### Top 5 Agencies with the Largest Position Increase from FY 1997 to FY 2001:

Veterans' Affairs, Commission on                      267.0  
 Kansas State University                                  102.6  
 Aging, Department on                                      98.9  
 Pittsburg State University                                82.1  
 Kansas Highway Patrol                                   72.8

**Source:** Fiscal Year 2001 Comparison Report, (Schedule 7) pages 159-168, The Governor's Budget Report with Legislative Authorizations.





# Workforce Trends

This report illustrates fundamental trends with the State of Kansas in five major focus areas:

## **Recruitment**

- Over 3,800 requisitions were opened during FY 2001. Nearly 15,000 applicants submitted applications for these requisitions.
- Maintenance and Trades positions, on average, are filled the quickest at 33 days; while the Analysts, Consultants and Planners positions, on average, take the longest amount of time to fill at 50 days.

## **Turnover**

- The statewide turnover rate (due to leaving state service) for FY 2001 is 13.47%, which is a slight increase from the statewide turnover rate for FY 2000, 13.01%.
- Three-quarters of the state's turnover is due to voluntary terminations. The remaining one-quarter is due to retirements, involuntary and neutral terminations.
- Nearly half of terminations occur during a state employee's first three years of service.

## **Retirement**

- The average State of Kansas employee retires with 24 years of state service, and 30 months after becoming retirement eligible
- The average male employee retires at 61 years of age, while the average female retires at 62 years of age
- Eighteen percent of the state's current workforce will be retirement eligible by December 2006.

## **Leave Usage**

- An average of 118 hours of vacation leave was used per employee during FY 2001.
- An average of 71 hours of sick leave was used per employee during FY 2001.

## **Compensation**

- The number of Information Technology (IT) employees receiving an IT bonus has almost doubled since the program was developed four years ago.
- The average classified salary for Kansas ranks 18<sup>th</sup> in comparison to the other 24 Central States averages for FY 2001.

# Section Two



## Recruitment Analysis

### Criteria used for the recruitment section of the report:

- \* All data includes classified, regular, full-time employees.
- \* The data for this section was generated by SHARP and Recruitment Tracking as of 6/30/2001.
- \* Job Classes not listed in the following charts indicate no vacancy activity for the stated time frame.
- \* The number of applicants represents the average number of applicants per requisition.

## State of Kansas Recruitment Averages

### General Recruitment Information

- \* 3,842 requisitions were open between June 30, 2000 and June 30, 2001
  - ~ 3,830 were classified positions
  - ~ 12 were unclassified positions(Unclassified positions are not required to be posted on the Notice of Vacancies)
- \* 9.32 was the average number of applications received per vacancy
- \* 14,706 people submitted 35,824 applications
- \* 2.44 was the average number of times a person applied
- \* 450 people were hired above the minimum hiring rate

### Applicant Residence

- \* 95.8% of applications submitted were from Kansas residents
- \* 4.2% of applications submitted were from non-Kansas residents

### Applicant Status

- \* 44% of applicants are from outside state employment
- \* 66% of applicants are currently employed in state service or have been employed by the State of Kansas in the past

### Applicant Registration Forms

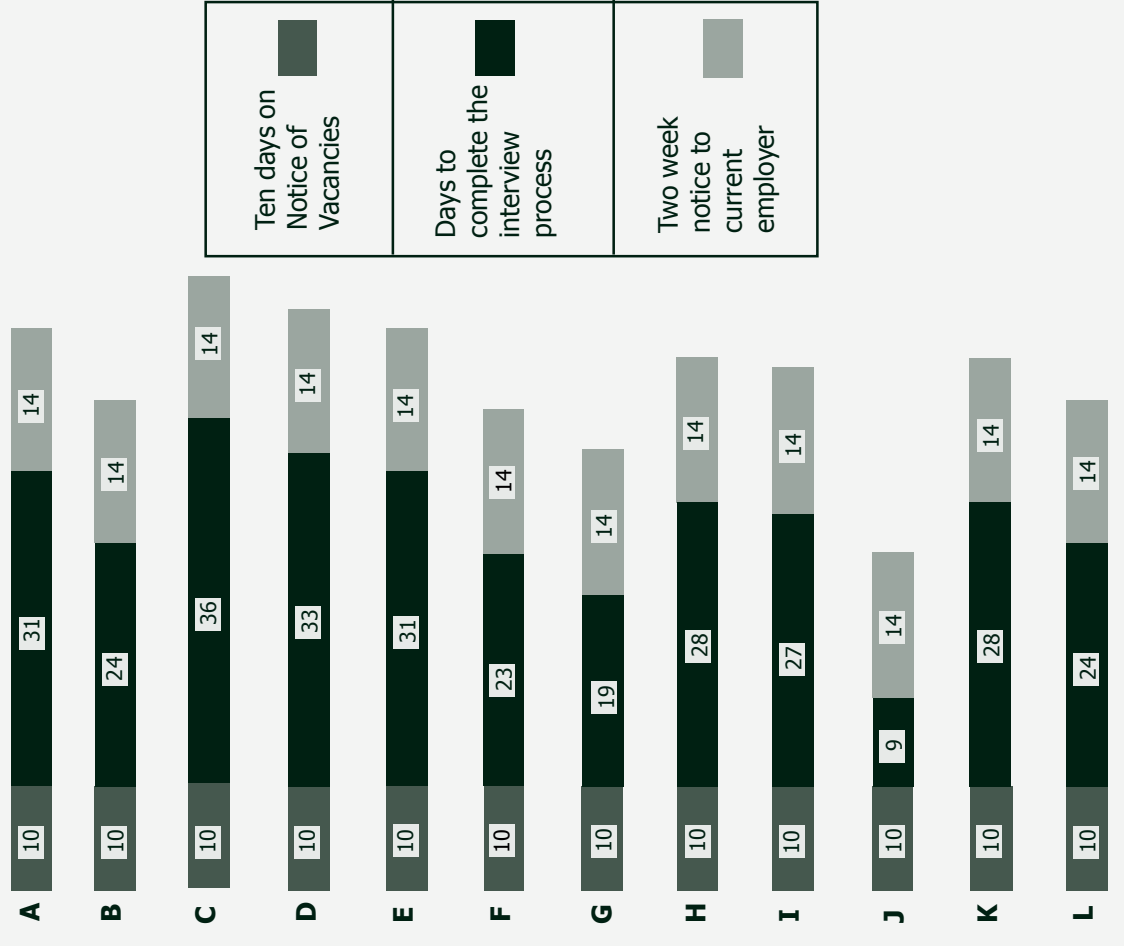
- \* 28,344 applicant registration forms were received:
  - ~ 15,827 were received: paper
  - ~ 12,517 were received: on-line

## Average Number of Days to Fill a Vacancy by Job Category

### JOB CATEGORIES

- A** Accountants, Auditors, and Financial Examiners; Public Relations, Marketing, and Economic Development Professionals; Regulatory and Compliance Inspectors; General Business Administrators and Managers; Real Estate and Property Appraisers; Human Resources Professionals and Trainers
- B** Architect and Engineer Professionals and Trainers
- C** Analysts, Consultants, and Planners; Science Professionals Technicians and Technologists
- D** Psychologists, Social Workers, and Rehabilitation Counselors; Human Services Professionals and Technicians; Legal Professionals and Technicians
- E** Archival, Historical, Museum & Library Professionals and Technicians; Graphic and Performing Artists
- F** Non-Licensed Medical and Health Professionals and Technicians; Licensed Medical and Health Professionals and Technicians; Animal Medical and Health Professionals and Technicians
- G** Administrative Specialists; Office Support Workers
- H** Protective Services Professionals and Technicians
- I** Conservation, Horticultural & Wildlife/Forestry Professionals and Technicians; Grain Service Inspector, Operators, and Examiners
- J** Printing Workers; Building and Electronic Trades Workers; Vehicle, Equipment, and Aircraft Mechanics/Operators
- K** Information Resource Management Professionals and Technicians; Data Processing Professionals and Technicians; Telecommunications Professionals and Technicians
- L** Dietetic, Nutrition, and Food Services Professionals and Technicians; Miscellaneous Services Professionals and Workers

### AVERAGE NUMBER OF DAYS

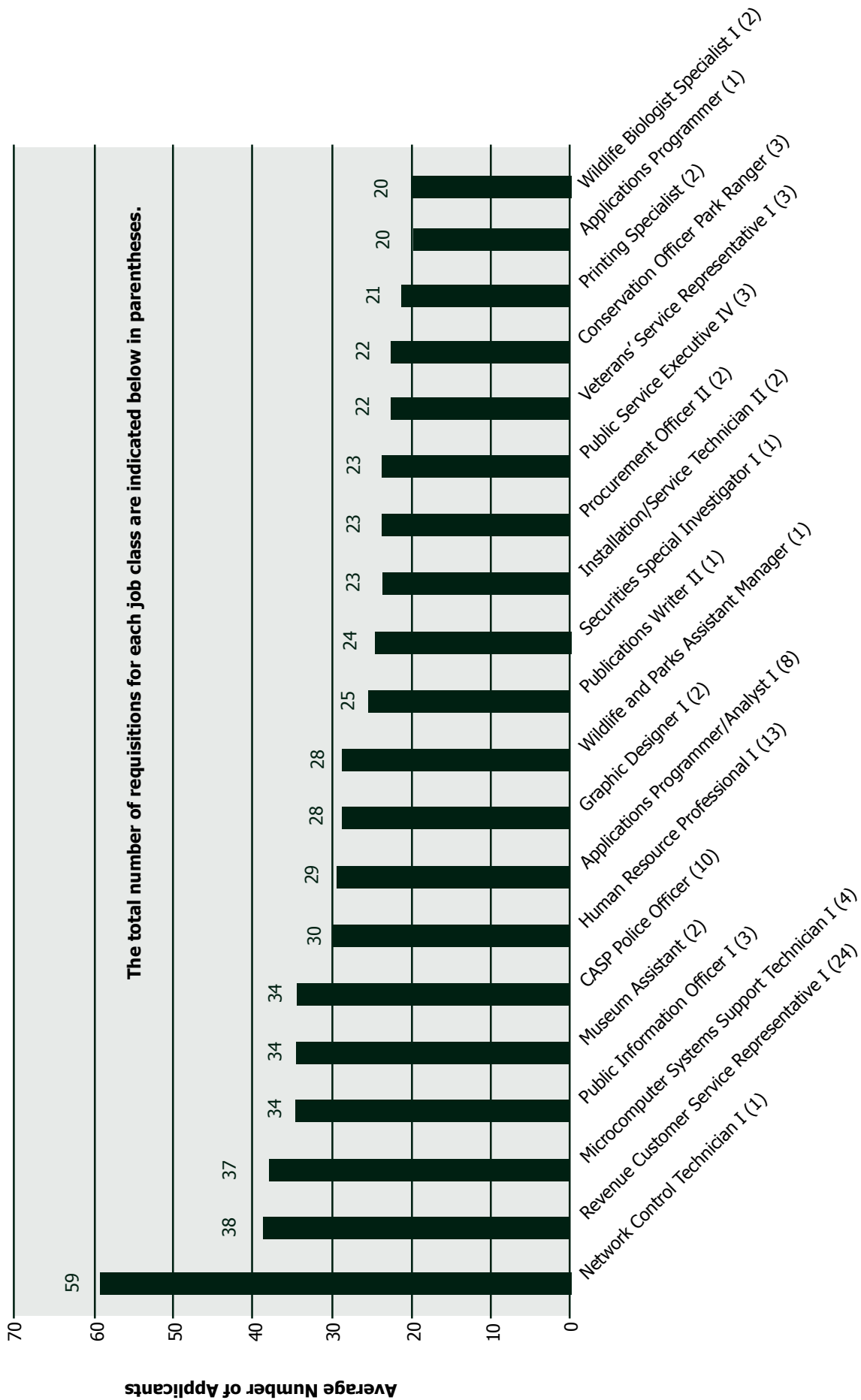


**Comments:** The average number of days it takes to fill a vacancy in the State of Kansas is 48.6.

**Source:** SHARP (June 2001); Excludes unclassified, temporary, and student employees.

## Job Classes with the Highest Average Number of Applicants

June 2000 - June 2001



Source: SHARP (June 2001); Excludes unclassified, temporary, and student employees.

## Appointment of Classified Employees by Agency

Fiscal Year 2001

Agency Name	Hires	Rehires	Promotions	Demotions	Transfers
Accountancy, Board of	0	0	1	0	0
Adjutant General	3	0	10	1	0
Administration, Department of	48	33	88	3	26
Aging, Department on	0	0	0	0	0
Agriculture, Department of	8	6	26	3	6
Animal Health Department	2	0	0	0	1
Atchison Juvenile Correctional Facility	17	3	10	2	1
Attorney General	0	0	0	0	0
Banking Department	9	3	11	0	5
Barbering, Board of	0	0	0	0	0
Behavioral Sciences Regulatory Board	2	1	1	0	0
Beloit Juvenile Correctional Facility	11	5	7	0	2
Blind, School for the	0	0	1	0	0
Citizens' Utility Ratepayer Board	0	0	0	0	0
Commerce and Housing, Department of	15	8	31	0	7
Corporation Commission, Kansas	9	4	12	0	3
Corrections, Department of	17	11	34	5	33
Cosmetology, Board of	2	0	1	0	0
Credit Unions, Department of	1	0	0	0	0
Deaf, School for the	9	4	0	0	0
Dental Board, Kansas	0	0	0	0	0
Education, Department of	10	6	21	0	2
El Dorado Correctional Facility	129	22	95	10	50
Ellsworth Correctional Facility	36	2	15	2	2
Emergency Medical Services Board	1	1	2	0	1
Emporia State University	25	12	11	0	24
Fair, Kansas State	4	1	3	0	1
Fire Marshal, State	2	1	0	0	0
Fort Hays State University	26	5	17	1	7
Governmental Ethics Commission	N/A	N/A	N/A	N/A	N/A
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, Board of	1	0	0	0	0
Health and Environment, Department of	50	20	86	2	122
Health Care Stabilization Fund Brd of Governors	0	0	1	0	0
Highway Patrol	73	32	118	9	35
Historical Society, State	12	7	16	0	1
Human Resources, Department of	37	21	171	8	11
Human Rights Commission, Kansas	2	2	8	2	2
Hutchinson Correctional Facility	71	9	70	1	30
Indigents' Defense Services, Board of	11	4	7	0	4
Insurance Department	1	0	4	0	0
Investigation, Kansas Bureau of	14	7	25	2	11
Judicial Council	N/A	N/A	N/A	N/A	N/A
Judiciary	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	0	0	7	0	1
Kansas Arts Commission	0	0	0	0	0
Kansas Public Employees Retirement System	2	2	19	0	2
Kansas State University	145	70	408	6	41
Kansas, Inc.	N/A	N/A	N/A	N/A	N/A
KU Medical Center	92	23	30	1	34
Lansing Correctional Facility	148	30	75	6	7
Larned Correctional Mental Health Facility	31	8	28	4	9
Larned Juvenile Correctional Facility	17	9	13	6	13
Larned State Hospital	70	35	55	12	119
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A
Legislative Research Department	N/A	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A	N/A
Library, State	1	2	0	0	0
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A

## Appointment of Classified Employees by Agency

Fiscal Year 2001

Agency Name	Hires	Rehires	Promotions	Demotions	Transfers
Lottery, Kansas	2	0	4	0	3
Mortuary Arts, Board of	0	0	0	0	0
Neurological Institute, Kansas	14	26	28	6	83
Norton Correctional Facility	29	7	28	3	5
Nursing, Board of	0	3	2	0	1
Ombudsman for Corrections	0	0	0	0	0
Optometry Examiners, Board of	0	0	0	0	0
Osawatimie State Hospital	73	37	51	9	44
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	22	11	42	10	16
Pharmacy, Board of	0	2	0	0	0
Pittsburg State University	22	19	93	4	6
Racing and Gaming Commission, Kansas	4	2	3	2	5
Rainbow Mental Health Facility	10	10	22	0	7
Real Estate Appraisal Board, Kansas	0	0	2	0	0
Real Estate Commission, Kansas	1	0	3	0	0
Regents, Board of	0	0	0	0	1
Revenue, Department of	85	41	176	15	44
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	2	0	1	0	0
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept. of	144	98	448	37	163
State Conservation Commission	0	0	6	0	0
Tax Appeals, Board of	1	0	0	0	0
Technical Professions, Board of	0	0	0	0	0
Technology Enterprise Corporation, Kansas	0	0	0	0	0
Topeka Correctional Facility	21	17	31	17	14
Topeka Juvenile Correctional Facility	12	9	6	5	6
Transportation, Kansas Department of	268	80	527	30	100
Treasurer, State	0	0	1	1	0
University of Kansas	213	105	122	25	191
Veterans' Affairs, Commission on	84	51	10	4	23
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	1	0	1	0	2
Wheat Commission, Kansas	0	0	0	0	0
Wichita State University	75	28	35	6	2
Wildlife and Parks, Department of	10	8	21	2	7
Winfield Correctional Facility	19	8	25	2	9
<b>TOTAL</b>	<b>2,276</b>	<b>971</b>	<b>3,226</b>	<b>264</b>	<b>1,345</b>

**Comments:** Data represents appointment of new and current state employees. Movement of current employees occurred both within and between agencies. The data was gathered from SHARP action reason codes listed as follows:

Hires: Concurrent (multiple) Positions, Higher Step-Exceptional Qualifications, Higher Step Reemployment, Higher Step Right of First Refusal (ROFR), Higher Step Interview Right (IR), Higher Step Reinstatement, Higher Step Rehire, IR, Rehire, Reemployment, Reinstatement, and ROFR.

Promotions: Promotion to New Position/Class, Promotion to Higher Step-Exceptional Qualifications, From Training Class.

Demotions: Involuntary, In Lieu of Layoff, Unsatisfactory Performance, Voluntary.

Transfers: Employee Request, Employer Request, In Lieu of Layoff.

**Source:** SHARP (June 2001); Excludes unclassified, temporary and student employees. "N/A" indicates the agency does not have classified employees.





## Turnover Analysis

### Criteria for this section:

- \* Data includes only classified, regular employees.
- \* The data for this section was generated by SHARP (June 2000 - June 2001).
- \* Some positions may experience more than one termination during the report period.
- \* Categories with low employee numbers may have an artificially inflated turnover rate.

### Turnover Definition:

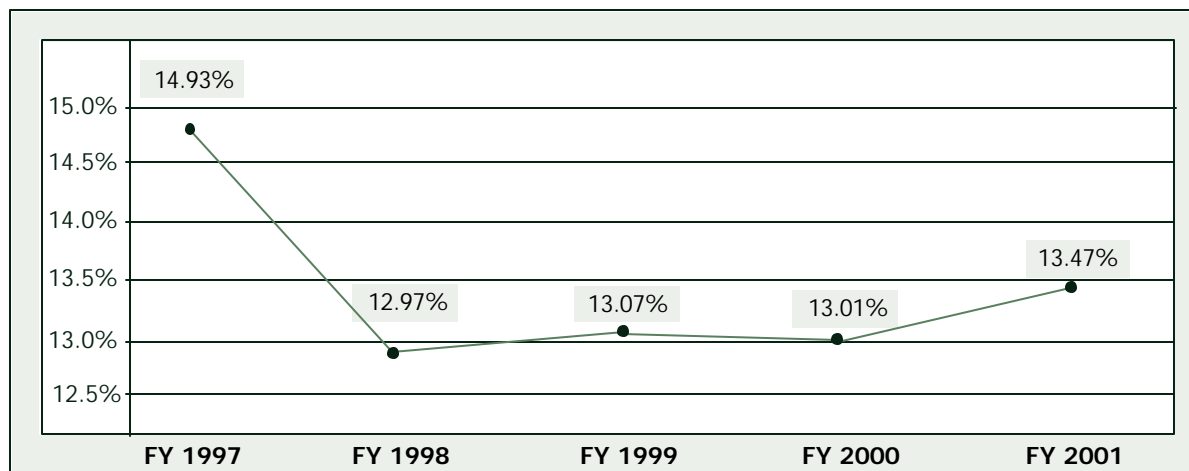
- \* **Terminations:**
  - ~ Retirements, voluntary, involuntary and neutral terminations
- \* **Involuntary Terminations:**
  - ~ Layoffs and dismissals related to personal conduct, unsatisfactory work performance, or end of limited-term appointment
- \* **Voluntary Terminations:**
  - ~ Resignations
- \* **Neutral Terminations:**
  - ~ Deaths

### Definition of Turnover Rate:

$$\text{Turnover} = \frac{\text{Terminations}}{(\text{Begin Count} + \text{End Count})/2} \times 100$$

Total # of Terminations during FY 2001  
 Multiply by 100 percent to change decimal to percent  
 Average # of classified employees in FY 2001

### Turnover History



**Comments:** Retirements and terminations due to the closing of the Grain Inspection Department (FY 1998), Topeka State Hospital (FY 1998), Winfield State Hospital (FY 1998), and Wheat Commission (FY 2001) were not included in the turnover rate for the fiscal year when the closing occurred.

**Source:** SHARP (June 2001); Excludes unclassified, temporary, and student employees.

## Separation of Classified Employees by Agency

Fiscal Year 2001

Agency Name	Terminations	Retirements	Layoffs
Accountancy, Board of	0	0	0
Adjutant General	5	0	0
Administration, Department of	49	9	0
Aging, Department on	0	0	0
Agriculture, Department of	18	4	1
Animal Health Department	1	0	0
Atchison Juvenile Correctional Facility	9	4	0
Attorney General	0	1	0
Banking Department	7	2	0
Barbering, Board of	0	0	0
Behavioral Sciences Regulatory Board	3	0	0
Beloit Juvenile Correctional Facility	16	0	0
Blind, School for the	3	0	0
Citizens' Utility Ratepayer Board	0	0	0
Commerce and Housing, Department of	19	2	0
Corporation Commission, Kansas	5	3	0
Corrections, Department of	33	2	0
Cosmetology, Board of	3	0	0
Credit Unions, Department of	1	0	0
Deaf, School for the	10	1	0
Dental Board, Kansas	0	0	0
Education, Department of	9	3	0
El Dorado Correctional Facility	80	0	0
Ellsworth Correctional Facility	26	1	0
Emergency Medical Services Board	2	0	0
Emporia State University	27	2	0
Fair, Kansas State	2	0	0
Fire Marshal, State	3	0	0
Fort Hays State University	20	3	0
Governmental Ethics Commission	N/A	N/A	N/A
Governor, Office of the	N/A	N/A	N/A
Healing Arts, Board of	1	1	0
Health and Environment, Department of	60	16	0
Health Care Stabilization Fund Board of Governors	0	0	0
Highway Patrol	52	16	0
Historical Society, State	22	3	0
Human Resources, Department of	58	25	0
Human Rights Commission, Kansas	9	0	0
Hutchinson Correctional Facility	51	10	0
Indigents' Defense Services, Board of	10	0	0
Insurance Department	1	1	0
Investigation, Kansas Bureau of	9	7	0
Judicial Council	N/A	N/A	N/A
Judiciary	N/A	N/A	N/A
Juvenile Justice Authority	3	0	0
Kansas Arts Commission	0	0	0
Kansas Public Employees Retirement System	2	2	0
Kansas State University	183	25	2
Kansas, Inc.	N/A	N/A	N/A
KU Medical Center	115	9	0
Lansing Correctional Facility	130	6	0
Larned Correctional Mental Health Facility	24	0	0
Larned Juvenile Correctional Facility	21	0	0
Larned State Hospital	71	17	0
Legislative Coordinating Council	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A
Legislative Research Department	N/A	N/A	N/A
Legislature	N/A	N/A	N/A
Library, State	1	0	0
Lieutenant Governor, Office of the	N/A	N/A	N/A

## Separation of Classified Employees by Agency

Fiscal Year 2001

Agency Name	Terminations	Retirements	Layoffs
Lottery, Kansas	0	1	0
Mortuary Arts, Board of	0	0	0
Neurological Institute, Kansas	84	5	0
Norton Correctional Facility	20	4	0
Nursing, Board of	1	1	0
Ombudsman for Corrections	0	0	0
Optometry Examiners, Board of	1	0	0
Osawatomie State Hospital	100	4	0
Parole Board, Kansas	N/A	N/A	N/A
Parsons State Hospital and Training Center	47	5	0
Pharmacy, Board of	2	0	0
Pittsburg State University	18	6	0
Racing and Gaming Commission, Kansas	4	0	4
Rainbow Mental Health Facility	22	1	0
Real Estate Appraisal Board, Kansas	0	0	0
Real Estate Commission, Kansas	0	0	0
Regents, Board of	0	0	0
Revenue, Department of	70	24	0
Revisor of Statutes	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A
Securities Commissioner, Office of the	3	1	0
Sentencing Commission, Kansas	N/A	N/A	N/A
Social & Rehabilitation Services, Dept. of	301	49	0
State Conservation Commission	0	1	0
Tax Appeals, Board of	0	0	0
Technical Professions, Board of	0	0	0
Technology Enterprise Corporation, Kansas	0	0	0
Topeka Correctional Facility	35	12	28
Topeka Juvenile Correctional Facility	19	5	0
Transportation, Kansas Department of	228	43	0
Treasurer, State	3	0	0
University of Kansas	292	23	0
Veterans' Affairs, Commission on	63	6	0
Veterinary Examiners, Board of	N/A	N/A	N/A
Water Office, Kansas	1	1	0
Wheat Commission, Kansas	0	1	4
Wichita State University	68	11	0
Wildlife and Parks, Department of	20	3	0
Winfield Correctional Facility	31	1	0
<b>TOTAL</b>	<b>2,607</b>	<b>383</b>	<b>39</b>

**Comments:** Data represents employees leaving state service. Data was gathered from the following SHARP action reason codes as follows:

Terminations: Personal Conduct, all Resign Reasons (Other, Family Reasons, Job Abandonment, Health Reasons, Personal Reasons, Other Position, Mutual Consent, Return to School, Dissatisfied with Work, Dissatisfied with Pay), Unsatisfactory Work Performance.

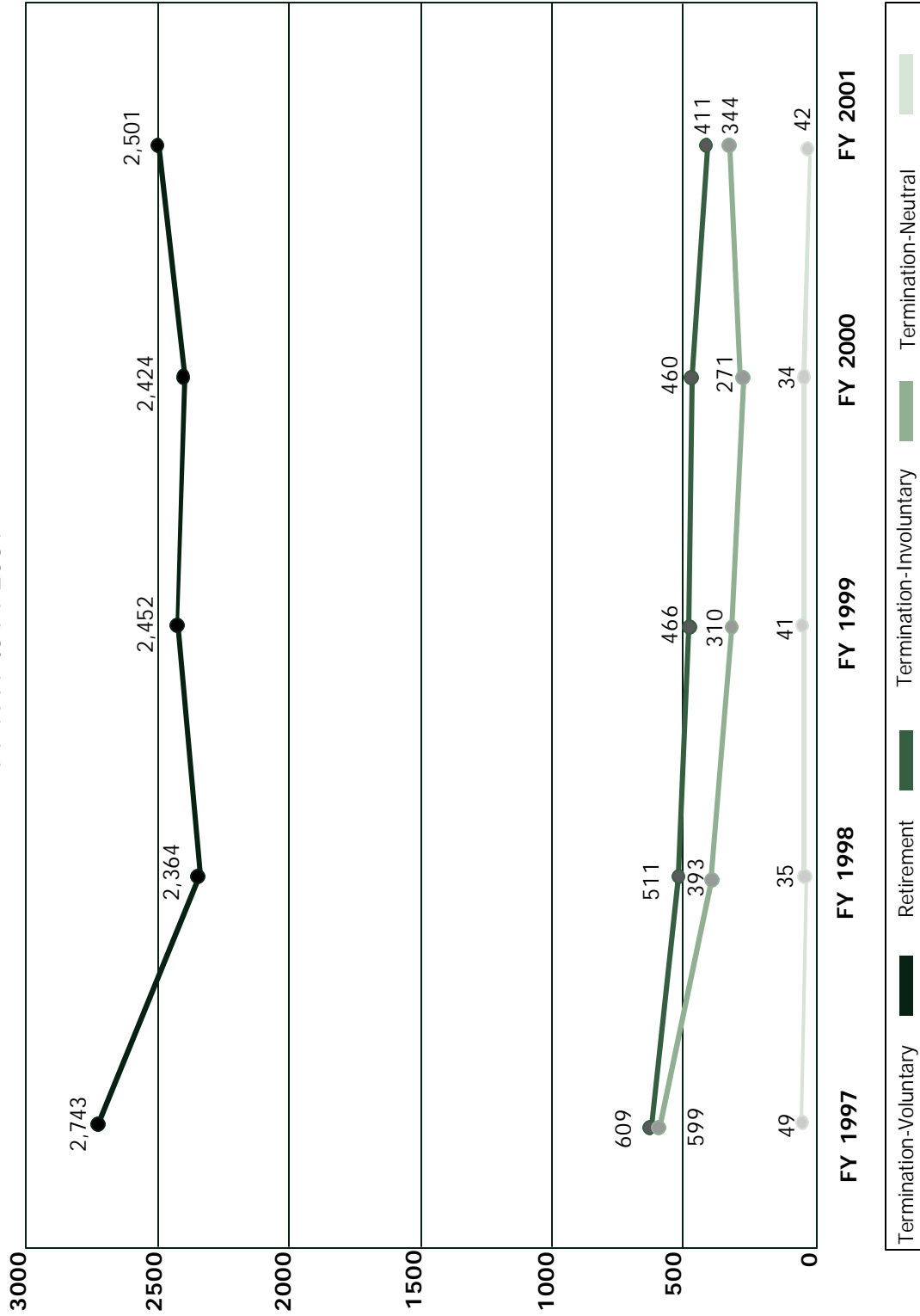
Layoffs: Shortage of Work/Funds, Incumbent Returns from Leave, Incumbent Returns Per Civil Service Board, Other.

Retirements: Regular Retirement

**Source:** SHARP (June 2001); Excludes unclassified, temporary, and student employees. "N/A" indicates the agency does not have classified employees. When making comparisons to the FY 2000 Workforce Report, "N/A" was listed as "0".

## Turnover by Reason

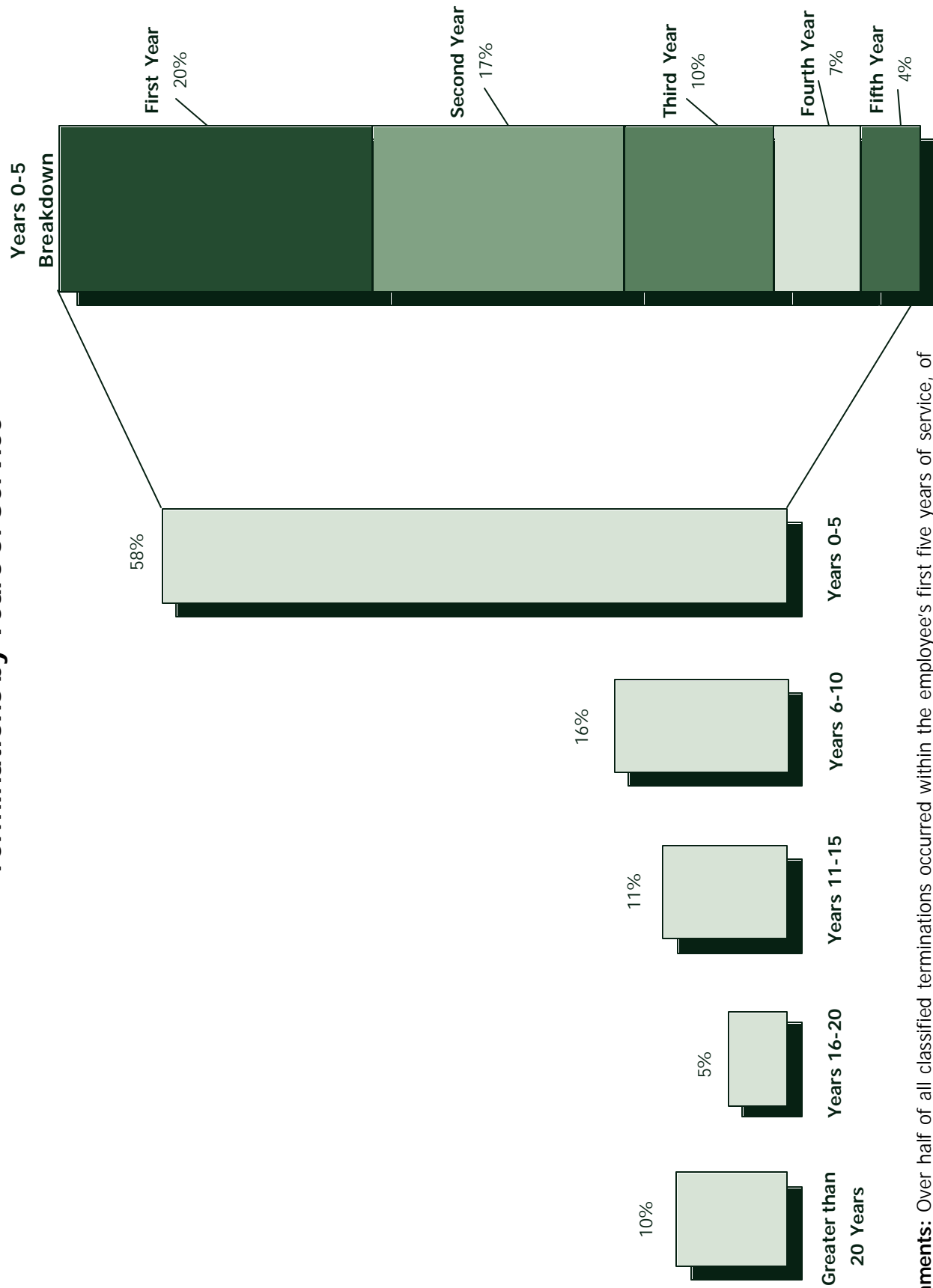
FY 1997 to FY 2001



**Comments:** The increased number of involuntary terminations during FY 1997, FY 1998, and FY 2001 were largely due to the closure of Topeka State Hospital (1997-1998), Winfield State Hospital (1998), Grain Inspection Department (1998), and Wheat Commission (2001).

**Source:** SHARP (June 2001); Excludes unclassified, temporary, and student employees.

## Terminations by Years of Service



**Comments:** Over half of all classified terminations occurred within the employee's first five years of service, of those the majority leave during the first three years (47%).

**Source:** SHARP (June 2001); Excludes unclassified, temporary, student employees.

## Turnover: Job Classes Above the FY 2001 State Average (13.47%)

Job Class	Average Number of Employees FY 2001	Turnover Rate		
		FY 1999	FY 2000	FY 2001
Activity Specialist I	48	19.78%	2.17%	18.95%
Activity Therapy Technician	32	12.31%	11.94%	21.88%
Animal Science Technician I	42	7.69%	10.39%	16.67%
Animal Science Technician II	24	3.92%	4.00%	17.02%
Applications Programmer/Analyst II	54	18.18%	13.48%	14.95%
Attorney I	48	20.00%	24.00%	14.58%
Automotive Driver	18	37.04%	23.26%	27.78%
Carpenter I	22	23.33%	7.69%	13.64%
CASP Police Officer	22	9.09%	23.26%	13.64%
Chemist II	20	4.88%	24.39%	20.51%
Communications Specialist I	42	52.38%	51.06%	40.96%
Communications Specialist II	33	19.78%	43.59%	24.24%
Computer Operator II	19	19.51%	10.53%	16.22%
Cook I	97	12.94%	28.72%	23.71%
Cook II	19	N/A	0.00%	16.22%
Correctional Industries Manager I	20	14.63%	0.00%	25.64%
Corrections Officer I (A)	633	27.21%	39.93%	45.50%
Corrections Officer II	404	10.88%	11.45%	15.37%
Custodial Specialist	341	41.38%	44.19%	29.91%
Custodial Worker	367	22.19%	21.70%	22.62%
Drivers License Examiner I	18	10.91%	16.22%	22.86%
Economic Development Representative II	31	21.74%	36.00%	19.67%
Educational/Information Representative II	17	0.00%	12.12%	29.41%
Electrician I	20	15.69%	9.30%	41.03%
Engineering Associate I	19	7.14%	9.52%	26.32%
Engineering Technician Associate	59	13.56%	40.00%	22.22%
Environmental Scientist IV	21	0.00%	10.53%	14.29%
Equipment Operator II Trainee	100	27.95%	45.27%	50.00%
Extension Nutritional Assistant I	25	21.82%	14.81%	24.00%
Food Service Worker	90	22.68%	52.17%	56.98%
General Maintenance and Repair Technician I	117	17.19%	23.48%	17.95%
General Maintenance and Repair Technician II	219	13.71%	9.24%	14.19%
Graphic Designer II	17	17.14%	23.53%	17.65%
Health Care Assistant	93	39.69%	27.69%	34.41%
Highway Maintenance Superintendent	32	9.84%	6.25%	15.63%
Highway Patrol Trooper I	84	27.12%	15.27%	30.95%
Installation/Service Technician III	20	0.00%	5.13%	25.00%
Juvenile Corrections Officer I	227	1.72%	22.75%	22.03%
Juvenile Corrections Officer III	34	0.00%	5.41%	14.71%
Keyboard Operator II	70	20.00%	17.28%	20.14%
Laundry Worker	20	30.43%	19.51%	25.64%
Library Assistant I	59	10.00%	19.70%	13.68%
Licensed Mental Health Technician I	98	10.00%	10.09%	15.31%
Licensed Mental Health Technician II	21	13.04%	0.00%	14.63%
Licensed Practical Nurse	39	28.89%	21.05%	49.35%
Licensed Practical Nurse Senior	52	27.69%	4.30%	33.01%
Mental Health Aide	199	26.92%	21.76%	27.14%
Mental Health Trainee	43	91.43%	84.21%	65.88%
Mental Retardation Technician I	406	13.56%	11.27%	14.55%
Mental Retardation Trainee	40	72.73%	49.35%	75.00%
Microcomputer System Support Technician I	22	14.04%	17.24%	18.60%
Motor Vehicle Registration Clerk II	23	22.22%	18.18%	17.39%
Office Assistant I	38	26.02%	30.43%	26.32%
Office Assistant II	526	15.76%	16.62%	13.51%
Office Assistant III	1,106	16.43%	16.16%	16.91%
Office Assistant IV	925	11.61%	15.16%	14.28%
Painter	66	10.19%	12.33%	18.32%
Parole Officer I	83	17.18%	11.76%	20.61%
Plant Science Technician I	35	0.00%	13.70%	14.49%
Plumber I	24	8.33%	16.67%	25.53%

## Turnover: Job Classes Above the FY 2001 State Average (13.47%)

Job Class	Average Number of Employees FY 2001	Turnover Rate		
		FY 1999	FY 2000	FY 2001
Plumber II	80	7.19%	7.74%	15.09%
Power Plant Operator II	68	16.37%	13.16%	16.30%
Printer II	27	12.90%	22.22%	33.96%
Procurement Officer II	21	9.52%	4.88%	19.05%
Procurement Officer III	19	5.71%	0.00%	15.79%
Program Specialist I	119	11.19%	15.04%	16.81%
Program Specialist II	79	10.39%	12.66%	16.46%
Program Specialist III	18	5.56%	21.62%	22.86%
Refrigeration and AC Service Technician II	44	4.71%	7.14%	18.39%
Registered Nurse II	32	30.77%	12.90%	19.05%
Registered Nurse III	194	13.66%	14.43%	18.04%
Safety and Security Officer I	113	25.35%	24.30%	20.44%
Safety and Security Officer II	18	17.65%	16.67%	16.67%
Secretary I	171	16.60%	14.63%	19.30%
Secretary II	445	17.23%	15.75%	17.75%
Service Assistant	20	48.48%	42.67%	95.00%
Social Worker	421	12.16%	15.44%	16.86%
Social Worker Specialist	16	0.00%	6.06%	19.35%
Special Agent - KBI	16	9.09%	0.00%	19.35%
Special Investigator I	62	11.20%	13.11%	29.27%
Special Investigator II	44	17.28%	9.52%	20.69%
Staff Development Specialist II	17	0.00%	0.00%	18.18%
State Auditor II	78	6.85%	16.42%	16.67%
Utility Worker	67	28.43%	30.67%	28.57%

**Comments:** Excludes job classes with less than an average of 15 employees and job classes with a turnover rate below the state average (13.47%) during FY 2001. The average turnover rate during FY 2000 was 13.01% and 13.07% during FY 1999.

**Source:** SHARP (June 2001); Excludes unclassified, temporary, and student employees. "N/A" indicates the job class did not exist during the fiscal year.



## Appointments, Promotions, and Separations of Classified Employees by Ethnic Group and Gender

Fiscal Year 2001

			Caucasian	African American	Hispanic	Asian/Pacific Islander	American Indian/Alaska Native	Other
Appointments	Male	Number	1,309	142	60	12	21	44
		Percent	82 %	9 %	4 %	1 %	1 %	3 %
	Female	Number	1,369	142	59	31	29	44
		Percent	82 %	8 %	4 %	2 %	2 %	2 %
Promotions	Male	Number	1,367	71	62	7	15	17
		Percent	89 %	5 %	4 %	0 %	1 %	1 %
	Female	Number	1,486	110	57	44	7	15
		Percent	86 %	6 %	3 %	3 %	0 %	2 %
Separations	Male	Number	1,158	151	61	16	12	13
		Percent	82 %	11 %	4 %	1 %	1 %	1 %
	Female	Number	1,356	166	57	18	22	20
		Percent	83 %	10 %	3 %	1 %	1 %	2 %

### Appointments

Male 1,588

Female 1,674

**Total Number of Appointments 3,262**

### Promotions

Male 1,539

Female 1,719

**Total Number of Promotions 3,258**

### Separations

Male 1,411

Female 1,639

**Total Number of Separations 3,050**

### **Appointments:**

**Hire:** Concurrent (Multiple) Positions, Higher Step-Exceptional Qualifications, Vacant Position.

**Rehire:** Exceptional Qualifications for Higher Step Reemployment, Higher Step Right of First Refusal (ROFR), Higher Step Interview Right, Higher Step Reinstatement, Higher Step Rehire.

### **Promotions:**

Promotion to New Position/Class, Promotion to Higher Step-Exceptional Qualifications, From Training Class.

### **Separations:**

Personal Conduct, all Layoff reason codes, all Resign reason codes, Unsatisfactory Work Performance, Regular Retirement.

**Source:** SHARP; Excludes unclassified, temporary, and student employees. "Other" includes indeterminate, unknown, and non-U.S. citizen applicants.

## Agency Turnover

### Agencies with less than 10% turnover

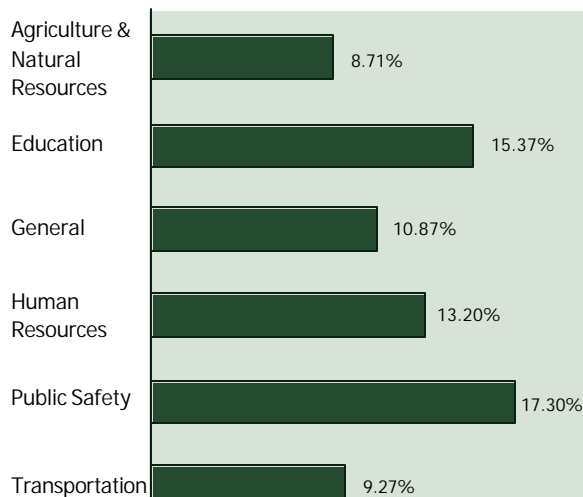
\*Excludes agencies with less than an average of 100 employees for FY 2001.

\*Number in parenthesis represents the average number of employees in the agency for FY 2001.

\*Right column represents the agency's turnover rate.

Revenue, Department of (1,032)	9.89%
Social and Rehabilitation Services, Dept of (3,656)	9.85%
Investigation, Kansas Bureau of (173)	9.83%
Aging, Department on (123)	9.76%
Health & Environment, Department of (825)	9.58%
Agriculture, Department of (264)	9.47%
Administration, Department of (658)	9.42%
Transportation, Department of (3,019)	9.27%
Pittsburg State University (301)	8.97%
Corporation Commission, Kansas (128)	8.59%
Fort Hays State University (309)	8.43%
Education, Department of (156)	7.72%
Wildlife & Parks, Department of (389)	6.18%

### Turnover by Function of Government



## Job Class Turnover

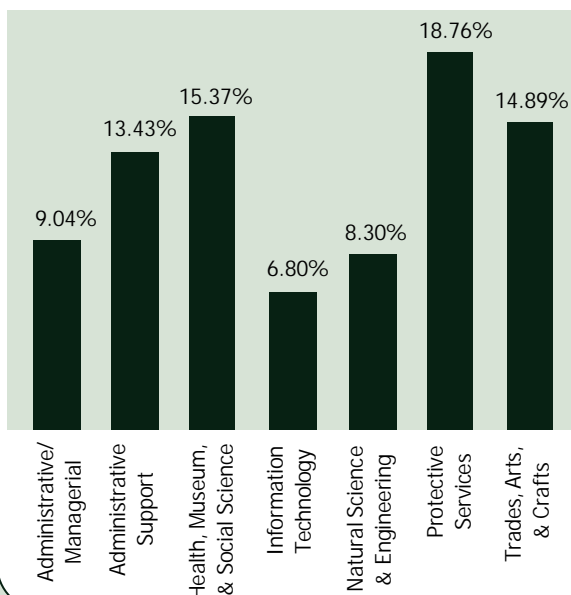
### Job Classes with 0% turnover

\*Excludes job classes with less than an average of 15 employees for FY 2001.

\*Far right column represents the average number of employees in the job class for FY 2001.

Agricultural Inspector III	15
Agricultural Technician	19
Computer Operations Supervisor	22
Conservation Officer Park Ranger	25
Corrections Manager III	18
Custodial Supervisor II	28
Electronics Technologist	15
Environmental Geologist III	18
Financial Examiner IV	26
Fire Prevention Inspector	15
Fisheries Biologist Specialist I	26
Juvenile Corrections Specialist	18
Librarian I	16
Mechanic II	16
Procurement Officer I	28
Qualified Mental Retardation Professional	23
Rehabilitation Specialist I	24
University Police Sergeant	29

### Turnover by Recruitment Category



Source: SHARP (June 2001); Excludes unclassified, temporary, and student employees.

## Classified Employees Turnover by Agency

Agency Name	Average Number of Employees FY 2001	Turnover Rate		
		FY 1999	FY 2000	FY 2001
Accountancy, Board of	2	150.00%	100.00%	0.00%
Adjutant General	51	6.52%	6.19%	9.90%
Administration, Department of	737	8.19%	12.11%	9.23%
Aging, Department on	123	12.17%	7.78%	9.76%
Agriculture, Department of	264	9.19%	13.63%	9.47%
Animal Health Department	26	19.23%	3.85%	7.69%
Atchison Juvenile Correctional Facility	109	20.54%	12.56%	15.60%
Attorney General	2	0.00%	0.00%	66.67%
Banking Department	67	13.56%	13.74%	15.04%
Barbering, Board of	1	0.00%	0.00%	0.00%
Behavioral Sciences Regulatory Board	6	75.00%	57.14%	54.55%
Beloit Juvenile Correctional Facility	100	9.94%	14.58%	19.10%
Blind, School for the	32	26.87%	9.09%	9.52%
Citizens' Utility Ratepayer Board	1	0.00%	0.00%	0.00%
Commerce and Housing, Department of	117	16.38%	21.74%	18.88%
Corporation Commission, Kansas	128	10.89%	8.66%	8.59%
Corrections, Department of	290	14.13%	8.45%	13.47%
Cosmetology, Board of	10	21.05%	10.00%	31.58%
Credit Unions, Department of	11	19.05%	18.18%	9.09%
Deaf, School for the	47	20.95%	14.43%	23.40%
Dental Board, Kansas	1	0.00%	100.00%	0.00%
Education, Department of	156	9.85%	8.31%	7.72%
El Dorado Correctional Facility	411	27.19%	21.27%	20.68%
Ellsworth Correctional Facility	180	13.41%	11.83%	18.38%
Emergency Medical Services Board	11	0.00%	9.09%	19.05%
Emporia State University	308	11.62%	12.44%	10.08%
Fair, Kansas State	20	5.88%	22.86%	10.00%
Fire Marshal, State	41	5.63%	10.39%	7.32%
Fort Hays State University	309	8.19%	10.20%	8.43%
Governmental Ethics Commission	N/A	N/A	N/A	N/A
Governor, Office of the	N/A	N/A	N/A	N/A
Healing Arts, Board of	21	4.76%	13.64%	14.29%
Health and Environment, Department of	825	8.59%	11.92%	9.58%
Health Care Stabilization Fund Bd of Governors	7	13.33%	28.57%	0.00%
Highway Patrol	734	12.19%	13.67%	12.40%
Historical Society, State	125	13.13%	15.08%	20.08%
Human Resources, Department of	766	9.99%	10.18%	11.23%
Human Rights Commission, Kansas	29	16.39%	10.17%	42.11%
Hutchinson Correctional Facility	503	13.73%	14.72%	15.51%
Indigents' Defense Services, Board of	65	25.00%	12.70%	16.92%
Insurance Department	42	9.90%	2.15%	4.82%
Investigation, Kansas Bureau of	173	6.80%	6.32%	9.83%
Judicial Council	N/A	N/A	N/A	N/A
Judiciary	N/A	N/A	N/A	N/A
Juvenile Justice Authority	24	14.63%	4.65%	12.50%
Kansas Arts Commission	7	15.38%	0.00%	0.00%
Kansas Public Employees Retirement System	61	4.84%	6.78%	6.61%
Kansas State University	1717	12.43%	12.39%	12.99%
Kansas, Inc.	N/A	N/A	N/A	N/A
KU Medical Center	601	20.54%	17.87%	21.48%
Lansing Correctional Facility	689	22.62%	19.52%	23.66%
Larned Correctional Mental Health Facility	181	15.57%	17.87%	19.39%
Larned Juvenile Correctional Facility	119	14.52%	19.01%	19.33%
Larned State Hospital	635	15.43%	13.75%	17.17%
Legislative Coordinating Council	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A	N/A
Legislative Research Department	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A
Library, State	24	4.26%	21.28%	4.26%
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A

## Classified Employees Turnover by Agency

Agency Name	Average Number of Employees FY 2001	Turnover Rate		
		FY 1999	FY 2000	FY 2001
Lottery, Kansas	43	13.04%	17.78%	2.35%
Mortuary Arts, Board of	2	0.00%	0.00%	0.00%
Neurological Institute, Kansas	612	15.37%	11.59%	16.34%
Norton Correctional Facility	256	8.18%	10.94%	10.18%
Nursing, Board of	14	13.33%	27.59%	14.29%
Ombudsman for Corrections	1	0.00%	0.00%	0.00%
Optometry Examiners, Board of	1	0.00%	0.00%	200.00%
Osawatomie State Hospital	407	20.65%	24.51%	25.80%
Parole Board, Kansas	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	476	10.94%	9.85%	10.94%
Pharmacy, Board of	5	20.00%	20.00%	40.00%
Pittsburg State University	301	11.02%	8.99%	8.97%
Racing and Gaming Commission, Kansas	40	8.57%	12.66%	20.25%
Rainbow Mental Health Facility	105	51.50%	25.37%	26.67%
Real Estate Appraisal Board, Kansas	1	0.00%	66.67%	0.00%
Real Estate Commission, Kansas	10	19.05%	10.00%	0.00%
Regents, Board of	11	0.00%	9.52%	0.00%
Revenue, Department of	1,032	8.03%	9.17%	9.89%
Revisor of Statutes	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	19	0.00%	14.29%	15.79%
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A
Social & Rehabilitation Services, Dept. of	3,656	10.84%	10.20%	9.85%
State Conservation Commission	6	33.33%	0.00%	16.67%
Tax Appeals, Board of	19	4.88%	24.39%	0.00%
Technical Professions, Board of	4	80.00%	0.00%	0.00%
Technology Enterprise Corporation, Kansas	N/A	N/A	N/A	N/A
Topeka Correctional Facility	250	15.15%	21.40%	34.07%
Topeka Juvenile Correctional Facility	213	21.75%	15.74%	13.18%
Transportation, Kansas Department of	3,019	9.09%	10.18%	9.27%
Treasurer, State	15	19.35%	23.26%	20.00%
University of Kansas	1,528	17.22%	21.07%	21.34%
Veterans' Affairs, Commission on	268	33.62%	23.24%	29.16%
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A
Water Office, Kansas	21	32.43%	0.00%	9.52%
Wichita State University	667	13.39%	14.62%	12.30%
Wildlife and Parks, Department of	389	5.19%	5.18%	6.18%
Winfield Correctional Facility	200	21.21%	16.58%	16.00%

**Source:** SHARP (June 2001); Excludes unclassified, temporary, and student employees. "N/A" indicates the agency does not have classified employees.



## Retirement Analysis

### Criteria used for the retirement charts:

- All data includes classified regular; unclassified regular; and unclassified temporary employees.
- All retirement data includes early retirements.
- Retirement buy back options were not considered in retirement calculations.
- The data for this section was generated by SHARP as of 6/23/2001.
- All retirement calculations are based on the service date and birthdate as reported in SHARP.
- Employees not contributing to the Kansas Public Employees Retirement System (KPERs) are not included in this data.

### The retirement eligibility criteria:

- Employees age 65 and over;
- Employees age 62 and over with 10 years of qualifying state employment;
- Employees qualifying under the "85-point" plan; OR
- Employees age 55 or over with 10 years of service (not qualifying under any of the previous three criteria) taking early retirement with reduced benefits.

## State of Kansas Retirement Averages

- 61 years is the average age a male retires from state service.
- 62 years is the average age a female retires from state service.
- The average employee retires with 24 years of state service.
- The average employee retires 30 months after becoming retirement eligible.

## Past and Projected Retirements by Agency

Fiscal Year 2001

Agency Name	Current Number of Employees	Retirements	Retirement Eligibles	
		January 1996 - June 2001	December 2006	Percent Eligible
Accountancy, Board of	3	0	0	0%
Adjutant General	208	13	64	31%
Administration, Department of	776	87	278	36%
Aging, Department on	127	9	64	50%
Agriculture, Department of	274	52	104	38%
Animal Health Department	28	2	10	36%
Atchison Juvenile Correctional Facility	110	10	32	29%
Attorney General	85	1	14	16%
Banking Department	72	6	10	14%
Barbering, Board of	2	0	2	100%
Behavioral Sciences Regulatory Board	8	0	1	13%
Beloit Juvenile Correctional Facility	100	4	26	26%
Blind, School for the	85	6	29	34%
Citizen's Utility Ratepayer Board	2	0	2	100%
Commerce and Housing, Department of	127	9	43	34%
Corporation Commission, Kansas	195	21	74	38%
Corrections, Department of	306	15	81	26%
Cosmetology, Board of	10	2	5	50%
Credit Unions, Department of	12	2	8	67%
Deaf, School for the	165	12	68	41%
Dental Board, Kansas	2	3	1	50%
Education, Department of	179	20	93	52%
El Dorado Correctional Facility	448	5	14	3%
Ellsworth Correctional Facility	182	4	19	10%
Emergency Medical Services Board	12	2	4	33%
Emporia State University	N/R	N/R	N/R	N/R
Fair, Kansas State	22	1	8	36%
Fire Marshal, State	43	2	17	40%
Fort Hays State University	N/R	N/R	N/R	N/R
Governmental Ethics Commission	9	0	3	33%
Governor, Office of the	24	0	5	21%
Healing Arts, Board of	27	3	10	37%
Health and Environment, Department of	890	89	294	33%
Health Care Stabilization Fund Bd of Governors	15	1	6	40%
Highway Patrol	770	85	109	14%
Historical Society, State	123	12	43	35%
Human Resources, Department of	796	123	430	54%
Human Rights Commission, Kansas	34	7	16	47%
Hutchinson Correctional Facility	496	33	28	6%
Indigents' Defense Services, Board of	158	3	16	10%
Insurance Department	132	8	55	42%
Investigation, Kansas Bureau of	188	14	43	23%
Judicial Council	5	0	1	20%
Judiciary	1,812	146	568	31%
Juvenile Justice Authority	34	1	9	26%
Kansas Arts Commission	8	1	3	38%
Kansas Public Employees Retirement System	76	7	37	49%
Kansas State University	N/R	N/R	N/R	N/R
Kansas, Inc.	4	0	0	0%
KU Medical Center	N/R	N/R	N/R	N/R
Lansing Correctional Facility	701	46	25	4%
Larned Correctional Mental Health Facility	182	5	9	5%
Larned Juvenile Correctional Facility	123	3	22	18%
Larned State Hospital	653	104	268	41%
Legislative Coordinating Council	11	4	5	45%
Legislative Division of Post Audit	22	3	5	23%
Legislative Research Department	37	2	18	49%
Legislature	39	19	11	28%
Library, State	28	1	10	36%
Lieutenant Governor, Office of the	2	0	0	0%

## Past and Projected Retirements by Agency

Fiscal Year 2001

Agency Name	Current Number of Employees	Retirements	Retirement Eligibles	
		January 1996 - June 2001	December 2006	Percent Eligible
Lottery, Kansas	79	5	25	32%
Mortuary Arts, Board of	3	0	1	33%
Neurological Institute, Kansas	605	52	153	25%
Norton Correctional Facility	260	14	8	3%
Nursing, Board of	16	2	7	44%
Ombudsman for Corrections	4	0	2	50%
Optometry Examiners, Board of	0	0	0	0%
Osawatomie State Hospital	426	78	161	38%
Parole Board, Kansas	4	0	2	50%
Parsons State Hospital and Training Center	480	46	159	33%
Pharmacy, Board of	6	1	1	17%
Pittsburg State University	N/R	N/R	N/R	N/R
Racing and Gaming Commission, Kansas	59	2	21	36%
Rainbow Mental Health Facility	115	14	35	30%
Real Estate Appraisal Board, Kansas	2	0	0	0%
Real Estate Commission, Kansas	11	1	6	55%
Regents, Board of	27	1	13	48%
Revenue, Department of	1,073	137	344	32%
Revisor of Statutes	25	3	14	56%
Secretary of State	49	6	10	20%
Securities Commissioner, Office of the	26	3	8	31%
Sentencing Commission, Kansas	9	0	1	11%
Social and Rehabilitation Service, Dept. of	3,680	336	1383	38%
State Conservation Commission	13	1	3	23%
Tax Appeals, Board of	30	3	8	27%
Technical Professions, Board of	5	22	4	80%
Technology Enterprise Corporation, Kansas	30	1	7	23%
Topeka Correctional Facility	217	35	19	9%
Topeka Juvenile Correctional Facility	208	20	68	33%
Transportation, Kansas Department of	3,073	397	755	25%
Treasurer, State	50	4	16	32%
University of Kansas	N/R	N/R	N/R	N/R
Veterans' Affairs, Commission on	302	22	83	27%
Veterinary Examiners, Board of	3	0	0	0%
Water Office, Kansas	22	2	11	50%
Wichita State University	N/R	N/R	N/R	N/R
Wildlife and Parks, Department of	396	29	142	36%
Winfield Correctional Facility	200	7	7	4%
<b>Total</b>	<b>22,490</b>	<b>2,252</b>	<b>6,597</b>	<b>29%</b>

### Agencies with Retirement Eligibles Greater Than 40%

\*Excludes agencies with less than an average of 100 employees for FY 2001.

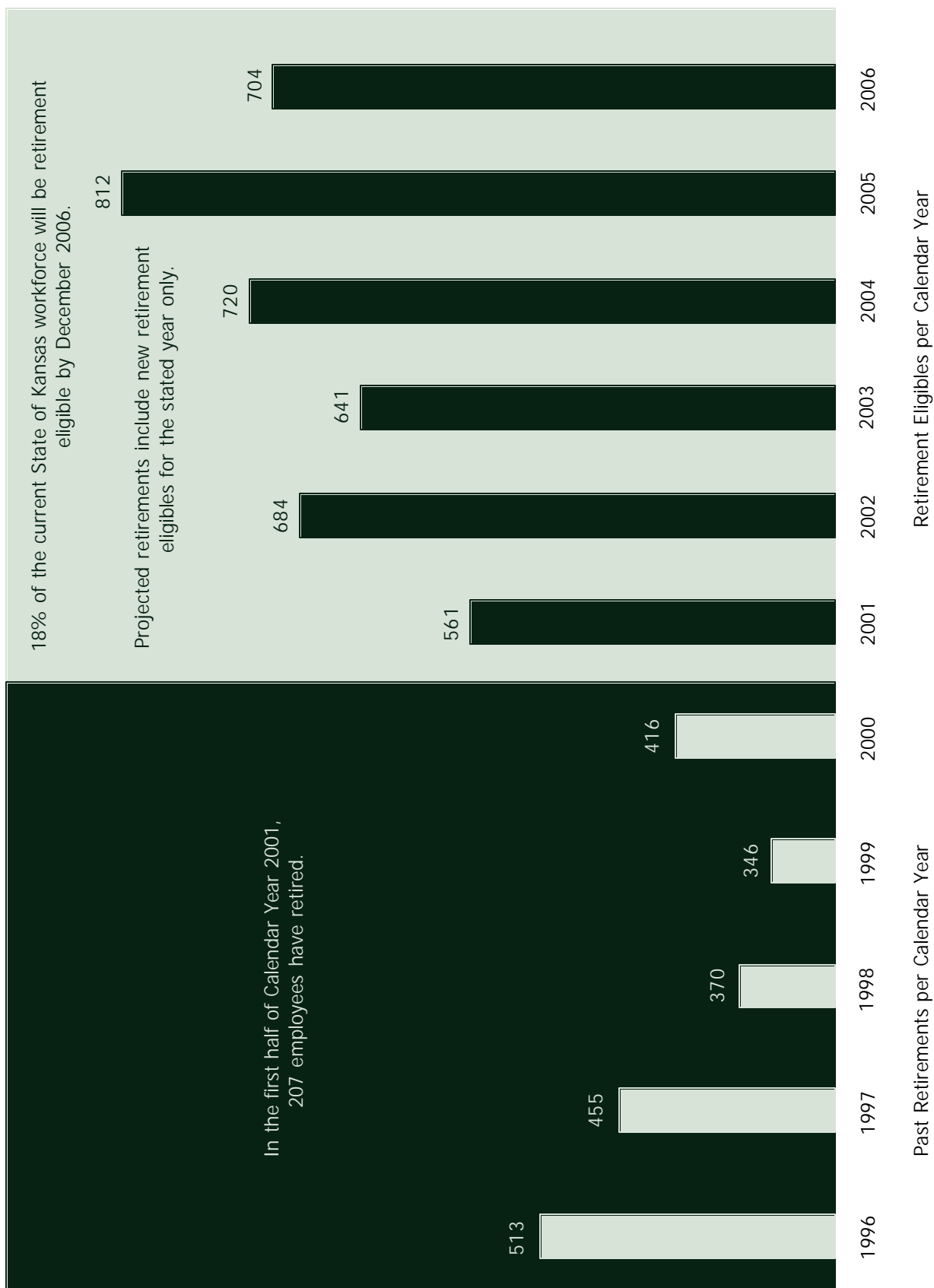
Human Resources, Department of	54%
Education, Department of	52%
Aging, Department on	50%
Insurance, Department	42%
Deaf, School for the	41%
Larned State Hospital	41%

**Comments:** Agencies with low employee numbers may have an artificially inflated retirement percentage. More than half of state agencies will have over one-third of their current workforce retirement eligible within the next five years.

**Source:** SHARP (June 2001); Excludes temporary and student employees. "N/R" indicates retirements, retirement eligibles, and number of employees were not reported for regents institutions.



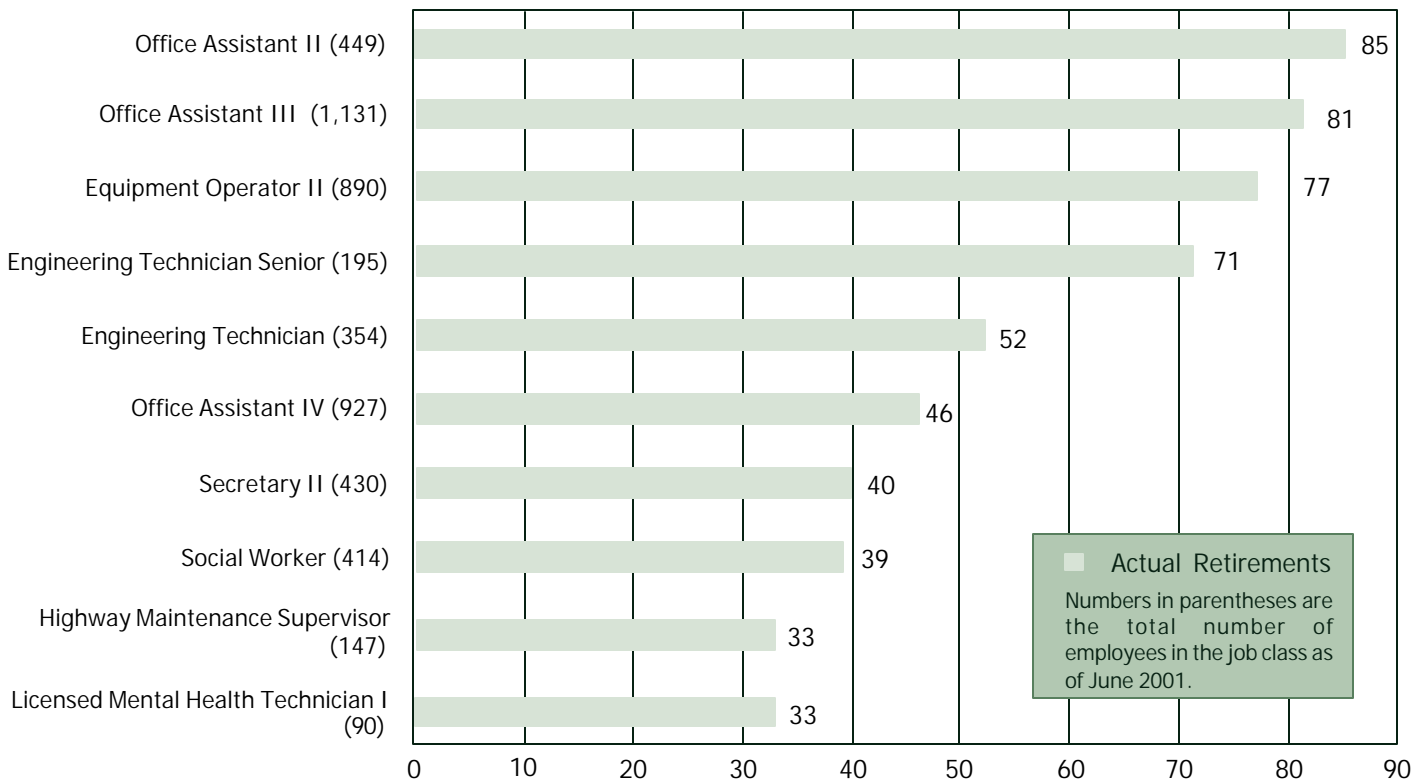
## Past and Projected Retirements



**Source:** SHARP (June 2001); Includes only employees contributing to KPERS.

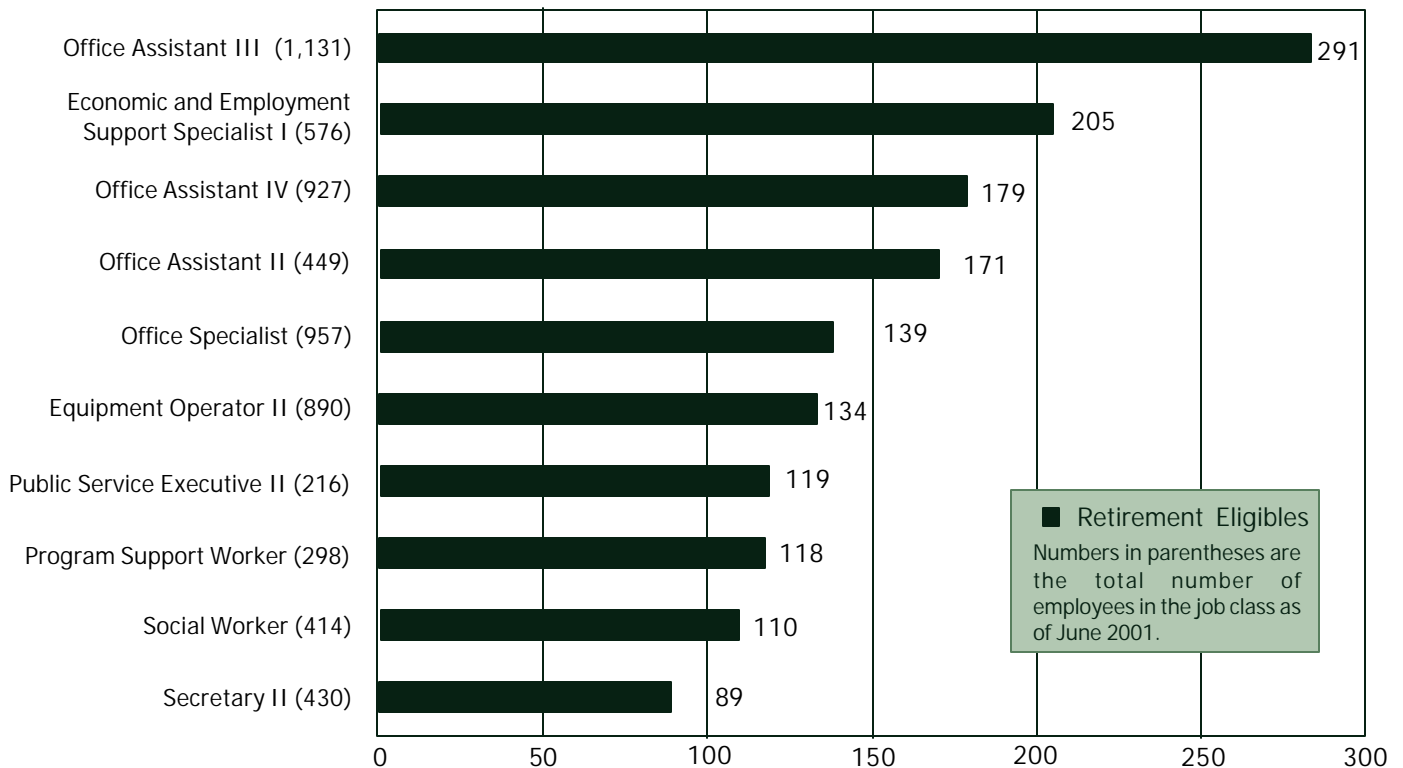
## Job Classes with the Highest Number of Actual Retirements

January 1996-June 2001



## Job Classes with the Highest Number of Retirement Eligibles

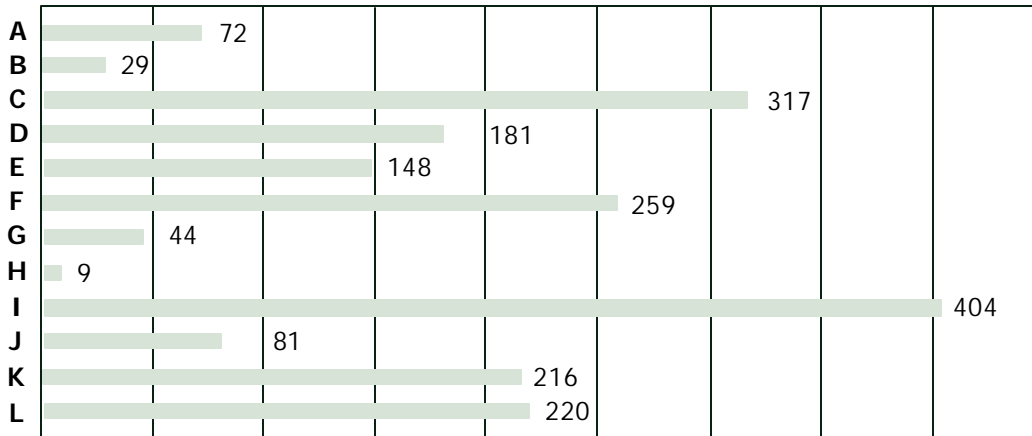
June 2001-December 2006



**Source:** SHARP (June 2001); Eligibility figures include all employees who contributed to KPERS and who qualified for retirement as of June 2001.

## Actual Retirements by Occupational Category

January 1996 - June 2001

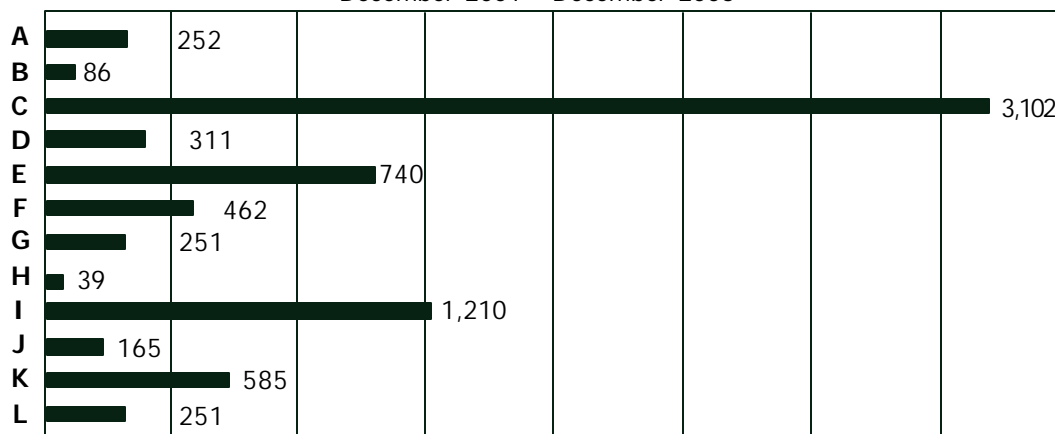


### JOB CATEGORIES

- A** Accountants, Auditors, and Financial Examiners; Public Relations, Marketing, and Economic Development Professionals; Regulatory and Compliance Inspectors; General Business Administrators and Managers; Real Estate and Property Appraisers; Human Resources Professionals and Trainers
- B** Architect and Engineer Professionals and Trainers
- C** Analysts, Consultants, and Planners; Science Professionals Technicians and Technologists
- D** Psychologists, Social Workers, and Rehabilitation Counselors; Human Services Professionals and Technicians; Legal Professionals and Technicians
- E** Archival, Historical, Museum & Library Professionals and Technicians; Graphic and Performing Artists
- F** Non-Licensed Medical and Health Professionals and Technicians; Licensed Medical and Health Professionals and Technicians; Animal Medical and Health Professionals and Technicians
- G** Administrative Specialists; Office Support Workers
- H** Protective Services Professionals and Technicians
- I** Conservation, Horticultural & Wildlife/Forestry Professionals and Technicians; Grain Service Inspector, Operators, and Examiners
- J** Printing Workers; Building and Electronic Trades Workers; Vehicle, Equipment, and Aircraft Mechanics/Operators
- K** Information Resource Management Professionals and Technicians; Data Processing Professionals and Technicians; Telecommunications Professionals and Technicians
- L** Dietetic, Nutrition, and Food Services Professionals and Technicians; Miscellaneous Services Professionals and Workers

## Retirement Eligibles by Occupational Category

December 2001 - December 2006



**Source:** SHARP (June 2001); Eligibility figures include all employees who were contributing to KPERS and who were qualified for retirement as of December 2000.

## Vacation and Sick Leave Usage

While the number of classified and unclassified employees increased by only 286 (1%), the number of hours and dollars used towards vacation and sick leave increased.

### Vacation Leave\*

- The average vacation hours used by employees increased by 11% from FY 2000 (105) to FY 2001 (118).
- The average dollar amount used for vacation leave per employee increased by 13%.  
(FY 2000- \$1,615; FY 2001- \$1,856)

### Sick Leave\*

- The average sick leave hours used by employees increased by 15% from FY 2000 (60) to FY 2001 (71).
- The average dollar amount used for sick leave per employee increased by 16%.  
(FY 2000- \$864; FY 2001- \$1,034)

\*Regents institutions were not included in the above figures.

## State Compensation Comparison

During FY 2001, Kansas was ranked 18th out of 25 states within the Central States Compensation Association in regards to annual salary.

KANSAS		CENTRAL STATES (EXCLUDING KANSAS)	
Fiscal Year	General Increase	Fiscal Year	General Increase
1996	1.0%	1996	2.8%
1997	0.0%	1997	3.0%
1998	1.0%	1998	2.8%
1999	1.5%	1999	2.9%
2000	1.0%	2000	2.9%
2001	0.0%		

The State of Kansas has historically allocated the majority of the annual salary budget to fund longevity based programs (step movement and longevity payment). These programs (although provided by some states) are not included in the above percentages.

## Classified Employees Vacation Leave Use by Agency

Fiscal Year 2001

Agency Name	Classified Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	2	202.50	\$2,188.24	101.25	\$1,094.12
Adjutant General	51	6,361.75	\$98,769.69	124.74	\$1,936.66
Administration, Department of	751	94,546.25	\$1,569,148.54	125.89	\$2,089.41
Aging, Department on	118	17,120.75	\$283,495.78	145.09	\$2,402.51
Agriculture, Department of	261	34,607.00	\$609,979.34	132.59	\$2,337.09
Animal Health Department	26	2,814.75	\$39,889.61	108.26	\$1,534.22
Atchison Juvenile Correctional Facility	109	13,809.75	\$187,950.67	126.69	\$1,724.32
Attorney General	1	213.50	\$3,211.78	213.50	\$3,211.78
Banking Department	66	7,512.50	\$149,729.48	113.83	\$2,268.63
Barbering, Board of	1	60.00	\$754.68	60.00	\$754.68
Behavioral Sciences Regulatory Board	5	355.00	\$4,467.53	71.00	\$893.51
Beloit Juvenile Correctional Facility	99	12,419.75	\$169,143.00	125.45	\$1,708.52
Blind, School for the	30	4,268.50	\$55,799.21	142.28	\$1,859.97
Citizens' Utility Ratepayer Board	1	144.50	\$2,090.92	144.50	\$2,090.92
Commerce and Housing, Department of	117	12,770.00	\$226,588.91	109.15	\$1,936.66
Corporation Commission, Kansas	130	16,739.75	\$284,110.53	128.77	\$2,185.47
Corrections, Department of	294	34,186.00	\$562,244.59	116.28	\$1,912.40
Cosmetology, Board of	9	991.75	\$11,416.82	110.19	\$1,268.54
Credit Unions, Department of	11	1,566.75	\$31,105.17	142.43	\$2,827.74
Deaf, School for the	48	5,316.50	\$61,468.59	110.76	\$1,280.60
Dental Board, Kansas	1	198.25	\$2,306.51	198.25	\$2,306.51
Education, Department of	153	18,925.00	\$329,240.08	123.69	\$2,151.90
El Dorado Correctional Facility	446	39,039.25	\$533,901.83	87.53	\$1,197.09
Ellsworth Correctional Facility	181	19,755.50	\$286,337.42	109.15	\$1,581.97
Emergency Medical Services Board	11	1,433.25	\$23,488.92	130.30	\$2,135.36
Emporia State University	N/R	N/R	N/R	N/R	N/R
Fair, Kansas State	21	2,426.25	\$34,522.38	115.54	\$1,643.92
Fire Marshal, State	41	4,844.25	\$84,227.70	118.15	\$2,054.33
Fort Hays State University	N/R	N/R	N/R	N/R	N/R
Governmental Ethics Commission	N/A	N/A	N/A	N/A	N/A
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, Board of	21	2,949.00	\$40,985.73	140.43	\$1,951.70
Health and Environment, Department of	875	97,539.50	\$1,790,914.10	111.47	\$2,046.76
Health Care Stabilization Fund Bd of Governors	7	1,023.25	\$12,676.32	146.18	\$1,810.90
Highway Patrol	765	87,823.00	\$1,480,399.84	114.80	\$1,935.16
Historical Society, State	121	15,204.25	\$225,488.58	125.65	\$1,863.54
Human Resources, Department of	757	105,394.25	\$1,798,180.98	139.23	\$2,375.40
Human Rights Commission, Kansas	30	3,415.25	\$49,466.95	113.84	\$1,648.90
Hutchinson Correctional Facility	495	58,025.50	\$833,813.72	117.22	\$1,684.47
Indigents' Defense Services, Board of	67	7,058.75	\$85,684.49	105.35	\$1,278.87
Insurance Department	37	5,559.00	\$65,759.77	150.24	\$1,777.29
Investigation, Kansas Bureau of	181	20,752.75	\$397,124.05	114.66	\$2,194.06
Judicial Council	N/A	N/A	N/A	N/A	N/A
Judiciary	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	24	2,410.75	\$42,628.04	100.45	\$1,776.17
Kansas Arts Commission	7	791.25	\$13,989.53	113.04	\$1,998.50
Kansas Public Employees Retirement System	64	8,134.75	\$124,301.44	127.11	\$1,942.21
Kansas State University	N/R	N/R	N/R	N/R	N/R
Kansas, Inc.	N/A	N/A	N/A	N/A	N/A
KU Medical Center	N/R	N/R	N/R	N/R	N/R
Lansing Correctional Facility	700	78,290.75	\$1,122,705.77	111.84	\$1,603.87
Larned Correctional Mental Health Facility	182	20,196.00	\$279,065.61	110.97	\$1,533.33
Larned Juvenile Correctional Facility	122	13,626.00	\$176,516.33	111.69	\$1,446.86
Larned State Hospital	631	83,934.75	\$1,096,705.08	133.02	\$1,738.04
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A
Legislative Research Department	N/A	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A	N/A
Library, State	24	2,845.50	\$43,568.27	118.56	\$1,815.34
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A

## Classified Employees Vacation Leave Use by Agency

Fiscal Year 2001

Agency Name	Classified Employees	Agency-Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Lottery, Kansas	41	5,109.00	\$82,858.88	124.61	\$2,020.95
Mortuary Arts, Board of	2	367.00	\$4,988.87	183.50	\$2,494.44
Neurological Institute, Kansas	600	72,387.25	\$917,399.15	120.65	\$1,529.00
Norton Correctional Facility	260	30,605.00	\$422,178.46	117.71	\$1,623.76
Nursing, Board of	14	2,167.25	\$35,209.64	154.80	\$2,514.97
Ombudsman for Corrections	1	94.50	\$1,215.71	94.50	\$1,215.71
Optometry Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Osawatimie State Hospital	409	48,231.25	\$646,762.80	117.92	\$1,581.33
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	473	60,590.00	\$794,356.96	128.10	\$1,679.40
Pharmacy, Board of	5	571.75	\$9,422.85	114.35	\$1,884.57
Pittsburg State University	N/R	N/R	N/R	N/R	N/R
Racing and Gaming Commission, Kansas	41	4,924.00	\$73,231.21	120.10	\$1,786.13
Rainbow Mental Health Facility	111	11,501.25	\$165,408.85	103.61	\$1,490.17
Real Estate Appraisal Board, Kansas	1	115.00	\$2,087.65	115.00	\$2,087.65
Real Estate Commission, Kansas	10	1,282.75	\$17,261.65	128.28	\$1,726.17
Regents, Board of	11	1,356.50	\$18,746.48	123.32	\$1,704.23
Revenue, Department of	1,043	134,020.75	\$2,047,139.45	128.50	\$1,962.74
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	18	2,326.00	\$44,808.08	129.22	\$2,489.34
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social and Rehabilitation Services, Dept. of	3,637	458,685.25	\$6,962,494.25	126.12	\$1,914.35
State Conservation Commission	6	784.25	\$11,884.65	130.71	\$1,980.78
Tax Appeals, Board of	19	2,515.75	\$28,632.01	132.41	\$1,506.95
Technical Professions, Board of	3	408.25	\$5,116.69	136.08	\$1,705.56
Technology Enterprise Corporation, Kansas	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	217	32,083.25	\$469,907.18	147.85	\$2,165.47
Topeka Juvenile Correctional Facility	207	29,138.00	\$387,789.89	140.76	\$1,873.38
Transportation, Kansas Department of	3,062	362,416.25	\$5,604,184.59	118.36	\$1,830.24
Treasurer, State	18	2,682.25	\$36,115.46	149.01	\$2,006.41
University of Kansas	N/R	N/R	N/R	N/R	N/R
Veterans' Affairs, Commission on	297	24,213.75	\$275,512.05	81.53	\$927.65
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	21	3,296.50	\$73,319.67	156.98	\$3,491.41
Wichita State University	N/R	N/R	N/R	N/R	N/R
Wildlife and Parks, Department of	390	47,729.50	\$806,239.03	122.38	\$2,067.28
Winfield Correctional Facility	200	24,150.75	\$345,084.73	120.75	\$1,725.42
<b>Total</b>	<b>19,211</b>	<b>2,331,356.25</b>	<b>\$35,616,909.41</b>	<b>121.36</b>	<b>\$1,853.99</b>

**Comments:** Agency-Total dollars was determined by calculating the vacation leave for each classified employee and multiplying by the employee's hourly rate of pay when the leave was used. Average vacation leave used per classified employee was determined by calculating the vacation leave for each agency and dividing by the total number of classified employees in the agency as of June 2001.

**Source:** SHARP (June 2001); Excludes unclassified, temporary, and student employees. "N/R" indicates leave and number of employees were not reported for regents institutions. "N/A" indicates agency does not have classified employees.

# Unclassified Employees Vacation Leave Use by Agency

Fiscal Year 2001

Agency Name	Unclassified Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	108.00	\$2,469.80	108.00	\$2,469.80
Adjutant General	157	17,100.25	\$230,957.81	108.92	\$1,471.07
Administration, Department of	25	3,288.00	\$96,733.46	131.52	\$3,869.34
Aging, Department on	9	1,244.00	\$37,838.22	138.22	\$4,204.25
Agriculture, Department of	13	1,056.00	\$27,220.55	81.23	\$2,093.89
Animal Health Department	2	184.00	\$5,282.60	92.00	\$2,641.30
Atchison Juvenile Correctional Facility	1	144.00	\$4,595.08	144.00	\$4,595.08
Attorney General	84	8,956.50	\$181,953.20	106.63	\$2,166.11
Banking Department	6	764.00	\$22,454.05	127.33	\$3,742.34
Barbering, Board of	1	120.00	\$2,088.94	120.00	\$2,088.94
Behavioral Sciences Regulatory Board	3	243.25	\$4,106.38	81.08	\$1,368.79
Beloit Juvenile Correctional Facility	1	196.00	\$6,916.92	196.00	\$6,916.92
Blind, School for the	55	172.00	\$7,442.31	3.13	\$135.31
Citizens' Utility Ratepayer Board	1	120.00	\$3,569.58	120.00	\$3,569.58
Commerce and Housing, Department of	10	572.00	\$16,829.40	57.20	\$1,682.94
Corporation Commission, Kansas	65	7,305.50	\$188,777.46	112.39	\$2,904.27
Corrections, Department of	12	1,360.00	\$43,953.95	113.33	\$3,662.83
Cosmetology, Board of	1	132.00	\$2,693.98	132.00	\$2,693.98
Credit Unions, Department of	1	128.00	\$3,718.07	128.00	\$3,718.07
Deaf, School for the	117	76.00	\$3,018.75	0.65	\$25.80
Dental Board, Kansas	1	128.00	\$2,725.57	128.00	\$2,725.57
Education, Department of	26	3,860.00	\$128,992.49	148.46	\$4,961.25
El Dorado Correctional Facility	2	132.00	\$4,090.22	66.00	\$2,045.11
Ellsworth Correctional Facility	1	160.00	\$3,796.45	160.00	\$3,796.45
Emergency Medical Services Board	1	44.00	\$1,257.60	44.00	\$1,257.60
Emporia State University	N/R	N/R	N/R	N/R	N/R
Fair, Kansas State	1	40.00	\$1,448.80	40.00	\$1,448.80
Fire Marshal, State	2	140.00	\$3,441.78	70.00	\$1,720.89
Fort Hay State University	N/R	N/R	N/R	N/R	N/R
Governmental Ethics Commission	9	1,253.00	\$23,332.63	139.22	\$2,592.51
Governor, Office of the	24	2,000.00	\$42,751.36	83.33	\$1,781.31
Healing Arts, Board of	6	592.00	\$15,334.65	98.67	\$2,555.78
Health and Environment, Department of	15	1,636.50	\$51,885.23	109.10	\$3,459.02
Health Care Stabilization Fund Bd of Governors	8	982.25	\$23,497.24	122.78	\$2,937.16
Highway Patrol	5	876.00	\$26,593.11	175.20	\$5,318.62
Historical Society, State	2	175.00	\$6,132.87	87.50	\$3,066.44
Human Resources, Department of	39	2,702.00	\$79,278.26	69.28	\$2,032.78
Human Rights Commission, Kansas	4	392.00	\$10,729.62	98.00	\$2,682.41
Hutchinson Correctional Facility	1	20.00	\$449.32	20.00	\$449.32
Indigents' Defense Services, Board of	91	8,384.00	\$187,889.65	92.13	\$2,064.72
Insurance Department	95	9,595.75	\$211,852.65	101.01	\$2,230.03
Investigation, Kansas Bureau of	7	396.00	\$13,453.50	56.57	\$1,921.93
Judicial Council	5	479.50	\$8,282.56	95.90	\$1,656.51
Judiciary	1,812	187,403.50	\$2,764,077.53	103.42	\$1,525.43
Juvenile Justice Authority	10	1,024.50	\$29,976.92	102.45	\$2,997.69
Kansas Arts Commission	1	52.00	\$1,659.68	52.00	\$1,659.68
Kansas Public Employees Retirement System	12	1,444.00	\$53,912.20	120.33	\$4,492.68
Kansas State University	N/R	N/R	N/R	N/R	N/R
Kansas, Inc.	4	291.75	\$8,130.34	72.94	\$2,032.59
KU Medical Center	N/R	N/R	N/R	N/R	N/R
Lansing Correctional Facility	1	128.00	\$2,617.84	128.00	\$2,617.84
Larned Correctional Mental Health Facility	N/A	N/A	N/A	N/A	N/A
Larned Juvenile Correctional Facility	1	144.00	\$4,303.31	144.00	\$4,303.31
Larned State Hospital	22	2,532.00	\$125,326.52	115.09	\$5,696.66
Legislative Coordinating Council	11	1,365.25	\$26,007.49	124.11	\$2,364.32
Legislative Division of Post Audit	22	2,574.50	\$71,886.13	117.02	\$3,267.55
Legislative Research Department	37	4,744.00	\$123,641.45	128.22	\$3,341.66
Legislature	39	1,951.75	\$32,396.63	50.04	\$830.68
Library, State	4	408.75	\$8,381.83	102.19	\$2,095.46
Lieutenant Governor, Office of the	2	140.00	\$1,637.33	70.00	\$818.67

## Unclassified Employees Vacation Leave Use by Agency

Fiscal Year 2001

Agency Name	Unclassified Employees	Agency-Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Lottery, Kansas	38	4,254.00	\$80,443.88	111.95	\$2,116.94
Mortuary Arts, Board of	1	172.00	\$4,571.85	172.00	\$4,571.85
Neurological Institute, Kansas	5	428.00	\$18,608.00	85.60	\$3,721.60
Norton Correctional Facility	N/A	N/A	N/A	N/A	N/A
Nursing, Board of	2	124.00	\$2,947.42	62.00	\$1,473.71
Ombudsman for Corrections	3	406.00	\$7,406.78	135.33	\$2,468.93
Optometry Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Osawatimie State Hospital	17	2,076.00	\$103,975.58	122.12	\$6,116.21
Parole Board, Kansas	4	372.00	\$17,018.56	93.00	\$4,254.64
Parsons State Hospital and Training Center	7	968.00	\$38,272.38	138.29	\$5,467.48
Pharmacy, Board of	1	48.00	\$1,371.60	48.00	\$1,371.60
Pittsburg State University	N/R	N/R	N/R	N/R	N/R
Racing and Gaming Commission, Kansas	18	1,992.50	\$49,696.03	110.69	\$2,760.89
Rainbow Mental Health Facility	4	660.00	\$40,674.43	165.00	\$10,168.61
Real Estate Appraisal Board, Kansas	1	64.00	\$1,658.31	64.00	\$1,658.31
Real Estate Commission, Kansas	1	0	\$0.00	0	\$0.00
Regents, Board of	16	2,760.00	\$84,098.16	172.50	\$5,256.14
Revenue, Department of	30	2,494.75	\$66,156.61	83.16	\$2,205.22
Revisor of Statutes	25	3,324.50	\$85,043.47	132.98	\$3,401.74
Secretary of State	49	5,358.50	\$81,381.64	109.36	\$1,660.85
Securities Commissioner, Office of the	8	676.00	\$19,655.20	84.50	\$2,456.90
Sentencing Commission, Kansas	9	758.25	\$13,715.66	84.25	\$1,523.96
Social and Rehabilitation Services, Dept. of	43	4,954.00	\$158,053.47	115.21	\$3,675.66
State Conservation Commission	7	602.25	\$14,050.82	86.04	\$2,007.26
Tax Appeals, Board of	11	784.00	\$20,020.82	71.27	\$1,820.07
Technical Professions, Board of	2	296.00	\$7,717.15	148.00	\$3,858.58
Technology Enterprise Corporation, Kansas	30	2,722.75	\$64,814.59	90.76	\$2,160.49
Topeka Correctional Facility	N/A	N/A	N/A	N/A	N/A
Topeka Juvenile Correctional Facility	1	0	\$0.00	0	\$0.00
Transportation, Kansas Department of	11	1,560.75	\$57,395.33	141.89	\$5,217.76
Treasurer, State	32	2,901.00	\$57,944.45	90.66	\$1,810.76
University of Kansas	N/R	N/R	N/R	N/R	N/R
Veterans' Affairs, Commission on	5	481.50	\$11,270.18	96.30	\$2,254.04
Veterinary Examiners, Board of	3	359.25	\$6,550.11	119.75	\$2,183.37
Water Office, Kansas	1	80.00	\$2,795.50	80.00	\$2,795.50
Wichita State University	N/R	N/R	N/R	N/R	N/R
Wildlife and Parks, Department of	6	620.00	\$16,644.45	103.33	\$2,774.08
Winfield Correctional Facility	N/A	N/A	N/A	N/A	N/A
<b>Total</b>	<b>3,279</b>	<b>323,759.50</b>	<b>\$6,127,743.70</b>	<b>98.73</b>	<b>\$1,868.78</b>

**Comments:** Agency-Total dollars was determined by calculating the vacation leave for each unclassified employee and multiplying by the employee's hourly rate of pay when the leave was used. Average vacation leave used per unclassified employee was determined by calculating the vacation leave used for each agency and dividing by the total number of unclassified employees in the agency as of June 2001.

**Source:** SHARP (June 2001); Excludes classified, temporary, and student employees. "N/R" indicates leave and number of employees were not reported for regents institutions. "N/A" indicates agency does not have unclassified employees.



## Classified Employees Sick Leave Use by Agency

Fiscal Year 2001

Agency Name	Classified Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	2	159.00	\$1,641.50	79.50	\$820.75
Adjutant General	51	3,479.75	\$53,648.27	68.23	\$1,051.93
Administration, Department of	751	50,615.25	\$781,216.68	67.40	\$1,040.24
Aging, Department on	118	11,076.00	\$175,571.52	93.86	\$1,487.89
Agriculture, Department of	261	19,455.00	\$330,211.73	74.54	\$1,265.18
Animal Health Department	26	1,631.25	\$21,304.98	62.74	\$819.42
Atchison Juvenile Correctional Facility	109	8,022.00	\$102,430.87	73.60	\$939.73
Attorney General	1	93.00	\$1,216.80	93.00	\$1,216.80
Banking Department	66	4,293.50	\$78,677.78	65.05	\$1,192.09
Barbering, Board of	1	20.00	\$244.20	20.00	\$244.20
Behavioral Sciences Regulatory Board	5	297.75	\$3,491.16	59.55	\$698.23
Beloit Juvenile Correctional Facility	99	6,007.75	\$78,566.77	60.68	\$793.60
Blind, School for the	30	2,186.00	\$28,223.56	72.87	\$940.79
Citizens' Utility Ratepayer Board	1	58.00	\$839.27	58.00	\$839.27
Commerce and Housing, Department of	117	7,607.50	\$132,529.18	65.02	\$1,132.73
Corporation Commission, Kansas	130	8,963.00	\$144,113.80	68.95	\$1,108.57
Corrections, Department of	294	17,110.25	\$262,115.17	58.20	\$891.55
Cosmetology, Board of	9	433.25	\$4,687.40	48.14	\$520.82
Credit Unions, Department of	11	412.00	\$8,088.79	37.45	\$735.34
Deaf, School for the	48	3,452.25	\$37,333.43	71.92	\$777.78
Dental Board, Kansas	1	101.75	\$1,184.56	101.75	\$1,184.56
Education, Department of	153	12,441.75	\$223,233.34	81.32	\$1,459.04
El Dorado Correctional Facility	446	26,805.75	\$342,443.43	60.10	\$767.81
Ellsworth Correctional Facility	181	13,088.25	\$180,557.14	72.31	\$997.55
Emergency Medical Services Board	11	584.75	\$9,038.92	53.16	\$821.72
Emporia State University	N/R	N/R	N/R	N/R	N/R
Fair, Kansas State	21	780.75	\$9,730.31	37.18	\$463.35
Fire Marshal, State	41	2332.5	\$39,736.07	56.89	\$969.17
Fort Hays State University	N/R	N/R	N/R	N/R	N/R
Governmental Ethics Commission	N/A	N/A	N/A	N/A	N/A
Governor, Office of the	N/A	N/A	N/A	N/A	N/A
Healing Arts, Board of	21	2,024.75	\$25,084.05	96.42	\$1,194.48
Health and Environment, Department of	875	58,152.75	\$1,003,744.67	66.46	\$1,147.14
Health Care Stabilization Fund Bd of Governors	7	492.25	\$5,201.74	70.32	\$743.11
Highway Patrol	765	39,683.75	\$603,752.25	51.87	\$789.22
Historical Society, State	121	9,405.75	\$131,460.75	77.73	\$1,086.45
Human Resources, Department of	757	59,031.25	\$941,139.85	77.98	\$1,243.25
Human Rights Commission, Kansas	30	2,219.00	\$30,952.87	73.97	\$1,031.76
Hutchinson Correctional Facility	495	35,527.75	\$497,249.52	71.77	\$1,004.54
Indigents' Defense Services, Board of	67	5,735.75	\$67,905.10	85.61	\$1,013.51
Insurance Department	37	3,611.25	\$42,168.56	97.60	\$1,139.69
Investigation, Kansas Bureau of	181	9,538.00	\$166,057.35	52.70	\$917.44
Judicial Council	N/A	N/A	N/A	N/A	N/A
Judiciary	N/A	N/A	N/A	N/A	N/A
Juvenile Justice Authority	24	1,643.00	\$27,734.46	68.46	\$1,155.60
Kansas Arts Commission	7	704.25	\$12,375.43	100.61	\$1,767.92
Kansas Public Employees Retirement System	64	4,359.00	\$63,028.35	68.11	\$984.82
Kansas State University	N/R	N/R	N/R	N/R	N/R
Kansas, Inc.	N/A	N/A	N/A	N/A	N/A
KU Medical Center	N/R	N/R	N/R	N/R	N/R
Lansing Correctional Facility	700	55,405.25	\$743,988.37	79.15	\$1,062.84
Larned Correctional Mental Health Facility	182	13,028.25	\$172,051.58	71.58	\$945.34
Larned Juvenile Correctional Facility	122	10,535.25	\$135,436.73	86.35	\$1,110.14
Larned State Hospital	631	56,951.50	\$716,799.93	90.26	\$1,135.97
Legislative Coordinating Council	N/A	N/A	N/A	N/A	N/A
Legislative Division of Post Audit	N/A	N/A	N/A	N/A	N/A
Legislative Research Department	N/A	N/A	N/A	N/A	N/A
Legislature	N/A	N/A	N/A	N/A	N/A
Library, State	24	1,074.50	\$14,667.14	44.77	\$611.13
Lieutenant Governor, Office of the	N/A	N/A	N/A	N/A	N/A

## Classified Employees Sick Leave Use by Agency

Fiscal Year 2001

Agency Name	Classified Employees	Agency-Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Lottery, Kansas	41	2,750.50	\$42,038.72	67.09	\$1,025.33
Mortuary Arts, Board of	2	19.25	\$238.39	9.63	\$119.20
Neurological Institute, Kansas	600	47,452.00	\$578,896.10	79.09	\$964.83
Norton Correctional Facility	260	19,679.50	\$261,181.08	75.69	\$1,004.54
Nursing, Board of	14	1,488.25	\$23,320.64	106.30	\$1,665.76
Ombudsman for Corrections	1	52.00	\$661.82	52.00	\$661.82
Optometry Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Osawatomie State Hospital	409	30,665.00	\$395,545.76	74.98	\$967.10
Parole Board, Kansas	N/A	N/A	N/A	N/A	N/A
Parsons State Hospital and Training Center	473	41,788.25	\$532,619.66	88.35	\$1,126.05
Pharmacy, Board of	5	533.00	\$6,475.92	106.60	\$1,295.18
Pittsburg State University	N/R	N/R	N/R	N/R	N/R
Racing and Gaming Commission, Kansas	41	2,553.25	\$34,937.41	62.27	\$852.13
Rainbow Mental Health Facility	111	8,234.00	\$115,741.60	74.18	\$1,042.72
Real Estate Appraisal Board, Kansas	1	0	\$0.00	0	\$0.00
Real Estate Commission, Kansas	10	779.75	\$10,375.75	77.98	\$1,037.58
Regents, Board of	11	545.25	\$7,272.58	49.57	\$661.14
Revenue, Department of	1,043	80,471.75	\$1,160,900.92	77.15	\$1,113.04
Revisor of Statutes	N/A	N/A	N/A	N/A	N/A
Secretary of State	N/A	N/A	N/A	N/A	N/A
Securities Commissioner, Office of the	18	1,454.25	\$26,416.60	80.79	\$1,467.59
Sentencing Commission, Kansas	N/A	N/A	N/A	N/A	N/A
Social and Rehabilitation Services, Dept. of	3,637	273,053.10	\$3,927,080.74	75.08	\$1,079.76
State Conservation Commission	6	282.75	\$3,656.93	47.13	\$609.49
Tax Appeals, Board of	19	1,668.50	\$18,627.74	87.82	\$980.41
Technical Professions, Board of	3	196.25	\$2,229.53	65.42	\$743.18
Technology Enterprise Corporation, Kansas	N/A	N/A	N/A	N/A	N/A
Topeka Correctional Facility	217	21,385.50	\$290,553.33	98.55	\$1,338.96
Topeka Juvenile Correctional Facility	207	21,803.00	\$285,702.26	105.33	\$1,380.20
Transportation, Kansas Department of	3,062	218,830.25	\$3,174,492.19	71.47	\$1,036.74
Treasurer, State	18	1,665.00	\$22,301.48	92.50	\$1,238.97
University of Kansas	N/R	N/R	N/R	N/R	N/R
Veterans' Affairs, Commission on	297	16,784.25	\$183,772.74	56.51	\$618.76
Veterinary Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Water Office, Kansas	21	1,964.50	\$45,171.58	93.55	\$2,151.03
Wichita State University	N/R	N/R	N/R	N/R	N/R
Wildlife and Parks, Department of	390	21,318.25	\$352,222.84	54.66	\$903.14
Winfield Correctional Facility	200	12,743.50	\$172,274.51	63.72	\$861.37
<b>Total</b>	<b>19,211</b>	<b>1,400,792.10</b>	<b>\$19,955,532.57</b>	<b>72.92</b>	<b>\$1038.76</b>

**Comments:** Agency-Total dollars was determined by calculating the vacation leave for each classified employee and multiplying by the employee's hourly rate of pay when the leave was used. Average sick leave used per classified employee was determined by calculating the sick leave for each agency and dividing by the total number of classified employees in the agency as of June 2001.

**Source:** SHARP (June 2001); Excludes unclassified, temporary, and student employees. "N/R" indicates leave and number of employees were not reported for regents institutions. "N/A" indicates agency does not have classified employees.

# Unclassified Employees Sick Leave Use by Agency

Fiscal Year 2001

Agency Name	Unclassified Employees	Agency Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Accountancy, Board of	1	56.00	\$1,280.64	56.00	\$1,280.64
Adjutant General	157	12,712.75	\$165,452.81	80.97	\$1,053.84
Administration, Department of	25	1,516.00	\$41,632.82	60.64	\$1,665.31
Aging, Department of	9	312.00	\$8,688.25	34.67	\$965.36
Agriculture, Department on	13	388.00	\$9,523.87	29.85	\$732.61
Animal Health Department	2	64.00	\$1,538.46	32.00	\$769.23
Atchison Juvenile Correctional Facility	1	20.00	\$638.20	20.00	\$638.20
Attorney General	84	5,100.00	\$93,055.09	60.71	\$1,107.80
Banking Department	6	392.00	\$10,714.05	65.33	\$1,785.68
Barbering, Board of	1	10.00	\$174.08	10.00	\$174.08
Behavioral Sciences Regulatory Board	3	102.75	\$1,473.67	34.25	\$491.22
Beloit Juvenile Correctional Facility	1	152.00	\$5,370.47	152.00	\$5,370.47
Blind, School for the	55	3,201.50	\$49,497.29	58.21	\$899.95
Citizens' Utility Ratepayer Board	1	12.00	\$403.70	12.00	\$403.70
Commerce and Housing, Department of	10	238.50	\$6,035.60	23.85	\$603.56
Corporation Commission, Kansas	65	3,991.50	\$95,408.39	61.41	\$1,467.82
Corrections, Department of	12	536.00	\$19,499.13	44.67	\$1,624.93
Cosmetology, Board of	1	48.50	\$990.60	48.50	\$990.60
Credit Unions, Department of	1	28.00	\$812.96	28.00	\$812.96
Deaf, School for the	117	7,076.25	\$120,667.18	60.48	\$1,031.34
Dental Board, Kansas	1	100.00	\$2,213.86	100.00	\$2,213.86
Education, Department of	26	1,213.25	\$37,791.26	46.66	\$1,453.51
El Dorado Correctional Facility	2	60.00	\$1,387.65	30.00	\$693.83
Ellsworth Correctional Facility	1	16.00	\$379.36	16.00	\$379.36
Emergency Medical Services Board	1	4.00	\$114.33	4.00	\$114.33
Emporia State University	N/R	N/R	N/R	N/R	N/R
Fair, Kansas State	1	16.00	\$593.65	16.00	\$593.65
Fire Marshal, State	2	56.00	\$1,390.48	28.00	\$695.24
Fort Hays State University	N/R	N/R	N/R	N/R	N/R
Governmental Ethics Commission	9	448.00	\$7,019.31	49.78	\$779.92
Governor, Office of the	24	1,024.00	\$19,728.44	42.67	\$822.02
Healing Arts, Board of	6	276.00	\$6,616.30	46.00	\$1,102.72
Health and Environment, Department of	15	597.50	\$16,930.65	39.83	\$1,128.71
Health Care Stabilization Fund Bd of Governors	8	783.50	\$17,869.36	97.94	\$2,233.67
Highway Patrol	5	340.00	\$9,175.29	68.00	\$1,835.06
Historical Society, State	2	0	\$0.00	0	\$0.00
Human Resources, Department of	39	1,458.25	\$35,816.99	37.39	\$918.38
Human Rights Commission, Kansas	4	128.00	\$3,741.12	32.00	\$935.28
Hutchinson Correctional Facility	1	0	\$0.00	0	\$0.00
Indigents' Defense Services, Board of	91	4,504.00	\$98,050.98	49.49	\$1,077.48
Insurance Department	95	6,087.00	\$130,641.31	64.07	\$1,375.17
Investigation, Kansas Bureau of	7	152.00	\$5,278.75	21.71	\$754.11
Judicial Council	5	380.50	\$5,043.13	76.10	\$1,008.63
Judiciary	1,812	111,454.75	\$1,560,326.33	61.51	\$861.11
Juvenile Justice Authority	10	502.00	\$11,659.39	50.20	\$1,165.94
Kansas Arts Commission	1	0	\$0.00	0	\$0.00
Kansas Public Employees Retirement System	12	1,100.00	\$37,986.64	91.67	\$3,165.55
Kansas State University	N/R	N/R	N/R	N/R	N/R
Kansas, Inc.	4	149.50	\$4,591.63	37.38	\$1,147.91
KU Medical Center	N/R	N/R	N/R	N/R	N/R
Lansing Correctional Facility	1	8.00	\$163.46	8.00	\$163.46
Larned Correctional Mental Health Facility	N/A	N/A	N/A	N/A	N/A
Larned Juvenile Correctional Facility	1	0	\$0.00	0	\$0.00
Larned State Hospital	22	1,324.50	\$58,706.29	60.20	\$2,668.47
Legislative Coordinating Council	11	500.50	\$8,360.33	45.50	\$760.03
Legislative Division of Post Audit	22	1,528.50	\$37,339.01	69.48	\$1,697.23
Legislative Research Department	37	1,980.00	\$47,095.65	53.51	\$1,272.86
Legislature	39	1,150.00	\$18,105.21	29.49	\$464.24
Library, State	4	152.00	\$1,028.00	38.00	\$257.00
Lieutenant Governor, Office of the	2	86.25	\$1,032.44	43.13	\$516.22

## Unclassified Employees Sick Leave Use by Agency

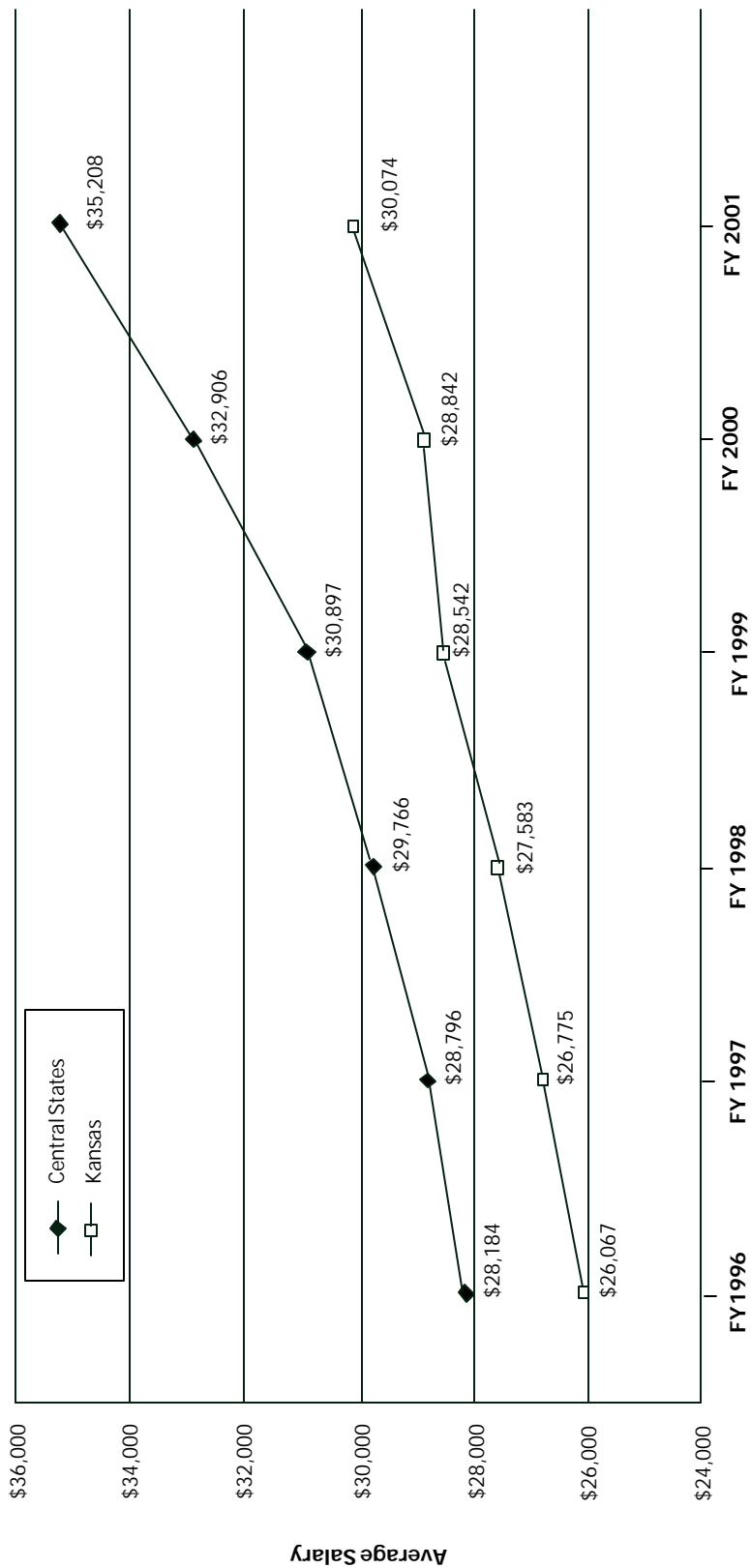
Fiscal Year 2001

Agency Name	Unclassified Employees	Agency-Total		Average Per Employee	
		Hours	Dollars	Hours	Dollars
Lottery, Kansas	38	1,802.5	\$31,381.48	47.43	\$825.83
Mortuary Arts, Board of	1	40.00	\$1,092.30	40.00	\$1,092.30
Neurological Institute, Kansas	5	108.00	\$4,637.64	21.60	\$927.53
Norton Correctional Facility	N/A	N/A	N/A	N/A	N/A
Nursing, Board of	2	132.00	\$3,075.96	66.00	\$1,537.98
Ombudsman for Corrections	3	326.00	\$6,330.13	108.67	\$2,110.04
Optometry Examiners, Board of	N/A	N/A	N/A	N/A	N/A
Osawatimie State Hospital	17	700.00	\$36,573.71	41.18	\$2,151.39
Parole Board, Kansas	4	44.00	\$2,007.19	11.00	\$501.80
Parsons State Hospital and Training Center	7	724.00	\$17,603.21	103.43	\$2,514.74
Pharmacy, Board of	1	24.00	\$634.62	24.00	\$634.62
Pittsburg State University	N/R	N/R	N/R	N/R	N/R
Racing and Gaming Commission, Kansas	18	516.00	\$12,439.13	28.67	\$691.06
Rainbow Mental Health Facility	4	176.00	\$9,424.94	44.00	\$2,356.24
Real Estate Appraisal Board, Kansas	1	0	\$0.00	0	\$0.00
Real Estate Commission, Kansas	1	48.00	\$1,111.73	48.00	\$1,111.73
Regents, Board of	16	864.00	\$23,333.98	54.00	\$1,458.37
Revenue, Department of	30	1,386.75	\$34,468.28	46.23	\$1,148.94
Revisor of Statutes	25	1,944.00	\$45,572.29	77.76	\$1,822.89
Secretary of State	49	3,699.75	\$53,245.21	75.51	\$1,086.64
Securities Commissioner, Office of the	8	516.00	\$15,330.53	64.50	\$1,916.32
Sentencing Commission, Kansas	9	527.50	\$8,886.81	58.61	\$987.42
Social and Rehabilitation Services, Dept. of	43	1,944.00	\$57,906.28	45.21	\$1,346.66
State Conservation Commission	7	189.50	\$4,727.29	27.07	\$675.33
Tax Appeals, Board of	11	452.00	\$9,223.80	41.09	\$838.53
Technical Professions, Board of	2	232.00	\$4,965.26	116.00	\$2,482.63
Technology Enterprise Corporation, Kansas	30	1,691.50	\$35,991.72	56.38	\$1,199.72
Topeka Correctional Facility	N/A	N/A	N/A	N/A	N/A
Topeka Juvenile Correctional Facility	1	0	\$0.00	0	\$0.00
Transportation, Kansas Department of	11	175.50	\$5,085.68	15.95	\$462.33
Treasurer, State	32	1,959.25	\$38,093.54	61.23	\$1,190.42
University of Kansas	N/R	N/R	N/R	N/R	N/R
Veterans' Affairs, Commission on	5	160.00	\$3,529.58	32.00	\$705.92
Veterinary Examiners, Board of	3	171.00	\$2,104.73	57.00	\$701.58
Water Office, Kansas	1	168.00	\$5,865.95	168.00	\$5,865.95
Wichita State University	N/R	N/R	N/R	N/R	N/R
Wildlife and Parks, Department of	6	360.00	\$6,985.34	60.00	\$1,164.22
Winfield Correctional Facility	N/A	N/A	N/A	N/A	N/A
<b>Total</b>	<b>3,279</b>	<b>194,619.00</b>	<b>\$3,300,662.17</b>	<b>59.35</b>	<b>\$1,006.61</b>

**Comments:** Agency-Total dollars was determined by calculating the vacation leave for each unclassified employee and multiplying by the employee's hourly rate of pay when the leave was used. Average sick leave used per unclassified employee was determined by calculating the sick leave for each agency and dividing by the total number of unclassified employees in the agency as of June 2001.

**Source:** SHARP (June 2001); Excludes classified, temporary, and student employees. "N/R" indicates leave and number of employees were not reported for regents institutions. "N/A" indicates agency does not have unclassified employees.

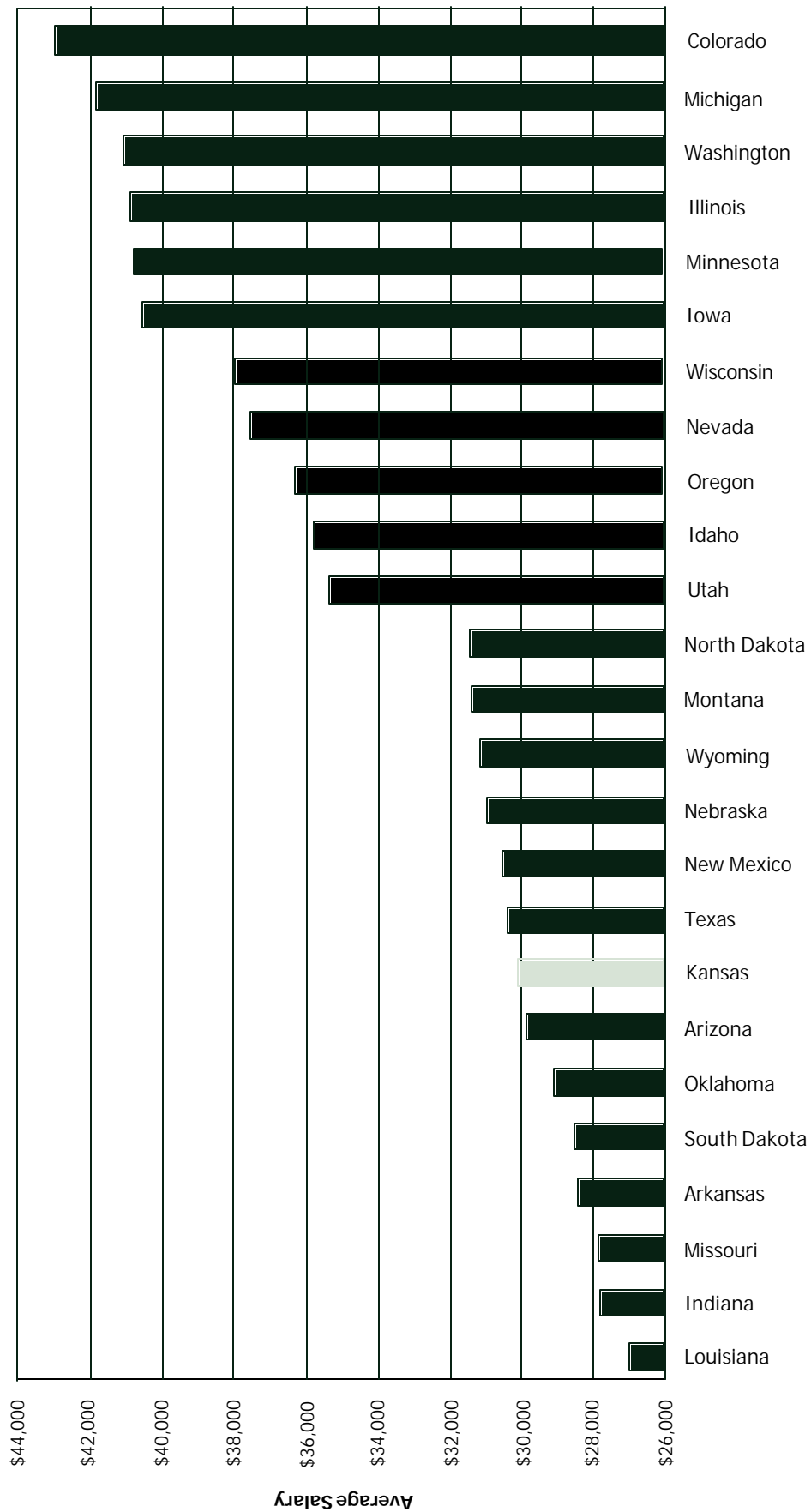
## Average Salaries for Kansas Classified Employees vs. Central States



**Comments:** Various factors contribute to change in the average annual salary. Many employees are eligible for step movement within the pay plan each year, approximately a 2.5% increase. General increases are based on legislative approval.

**Source:** Prior annual reports, KIPPS data; SHARP (June 2001); 2001 Central States Compensation Association. Excludes unclassified, temporary, and student employees.

## Average Classified Employee Salary for Central States



**Comments:** The average classified salary for Kansas ranked 18th in comparison to the other 24 Central States averages for FY 2001.

**Source:** 2001 Central States Compensation Association. Nebraska and Iowa data was not provided.

## Employment and Average Salaries In All State and Local Governments, 1998 and 1999

State	FTE per 10,000 Population		1999 Rank	Average Annual Salary		1999 Rank
	1998	1999		1998	1999	
Alabama	190	185	19	\$29,662	\$31,719	39
Alaska	361	366	2	\$44,123	\$44,840	3
Arizona	133	131	43	\$32,833	\$34,385	25
Arkansas	194	202	12	\$30,401	\$30,925	40
California	103	106	50	\$45,245	\$47,966	1
Colorado	155	153	34	\$41,010	\$42,930	5
Connecticut	186	193	15	\$43,008	\$42,905	6
Delaware	297	299	3	\$33,937	\$35,132	23
Florida	119	119	48	\$33,576	\$35,436	22
Georgia	147	148	35	\$31,452	\$32,838	34
Hawaii	441	445	1	\$32,785	\$33,427	31
Idaho	179	191	17	\$32,482	\$33,961	27
Illinois	115	116	49	\$36,618	\$37,501	17
Indiana	140	137	40	\$31,799	\$33,479	29
Iowa	185	185	20	\$36,257	\$39,598	12
<b>Kansas</b>	<b>169</b>	<b>163</b>	<b>29</b>	<b>\$32,822</b>	<b>\$33,466</b>	<b>30</b>
Kentucky	184	177	24	\$31,494	\$34,113	26
Louisiana	216	219	8	\$28,906	\$30,197	46
Maine	161	160	31	\$32,449	\$33,027	33
Maryland	173	172	25	\$35,815	\$37,535	16
Massachusetts	137	142	38	\$38,676	\$41,798	8
Michigan	139	139	39	\$39,794	\$40,875	10
Minnesota	146	148	36	\$40,753	\$41,169	9
Mississippi	188	196	14	\$29,043	\$30,566	42
Missouri	159	169	26	\$29,194	\$29,539	49
Montana	219	212	10	\$28,772	\$30,582	41
Nebraska	175	178	22	\$27,425	\$27,502	50
Nevada	138	129	44	\$36,469	\$37,488	18
New Hampshire	144	155	33	\$51,177	\$34,424	24
New Jersey	152	160	32	\$44,031	\$46,600	2
New Mexico	246	253	4	\$28,692	\$31,727	38
New York	138	137	41	\$42,605	\$44,778	4
North Carolina	163	163	30	\$32,369	\$33,619	28
North Dakota	240	248	5	\$29,241	\$30,320	45
Ohio	121	122	45	\$35,871	\$37,097	19
Oklahoma	213	192	16	\$23,917	\$31,998	35
Oregon	169	166	27	\$34,783	\$36,153	20
Pennsylvania	124	122	46	\$36,883	\$39,249	13
Rhode Island	205	200	13	\$37,996	\$42,101	7
South Carolina	209	203	11	\$29,179	\$30,113	47
South Dakota	177	178	23	\$29,161	\$30,477	43
Tennessee	149	148	37	\$30,094	\$31,744	37
Texas	136	134	42	\$33,377	\$33,314	32
Utah	221	229	7	\$30,758	\$31,784	36
Vermont	212	214	9	\$32,839	\$37,695	14
Virginia	163	166	28	\$34,876	\$35,656	21
Washington	187	189	18	\$37,046	\$37,650	15
West Virginia	177	181	21	\$28,408	\$30,452	44
Wisconsin	124	120	47	\$38,575	\$40,773	11
Wyoming	231	231	6	\$26,199	\$29,780	48

*Italicized data represents Central States Compensation Association member states.*

	1998	1999
Average FTE per 10,000 population for all states:	181	182
Average FTE per 10,000 population for Kansas:	169	163
Average annual salary for all states:	\$34,298	\$35,648
Average annual salary for Kansas:	\$32,822	\$33,466

**Comments:** The U.S. Bureau of the Census relies on government reports, financial statements, and state accounting or payroll systems as a major statistical source. Bureau statistics include data drawn not only from the central records of a government's finance or payroll office, but also those of dependent educational institutions, semi-autonomous boards, special authorities, and may include city and county governments. Thus, Bureau statistics often do not agree with those issued by the governments themselves.

**Source:** U.S. Bureau of the Census internet site, <http://www.census.gov/govs/www/apesst.html> (accessed July 18, 2001).

## Information Technology (IT) Bonus Program

In an effort to enhance recruitment and retention of Information Technology employees, the State of Kansas implemented the Information Technology Bonus Program during Calendar Year 1997.

### Types of IT Bonuses

#### Mission Critical Skills Bonus

- IT employees whose skills are needed in a mission critical area
- Up to 10% of annual base pay
- Annual increases in bonus up to 13%

#### Mission Critical Project Bonus

- IT employees assigned to specific projects
- Up to 10% of annual base pay for successful completion of project

#### Recruitment Bonus

- \$500 for state employees who successfully recruit IT employees from outside state government for specific jobs

#### Signing Bonus

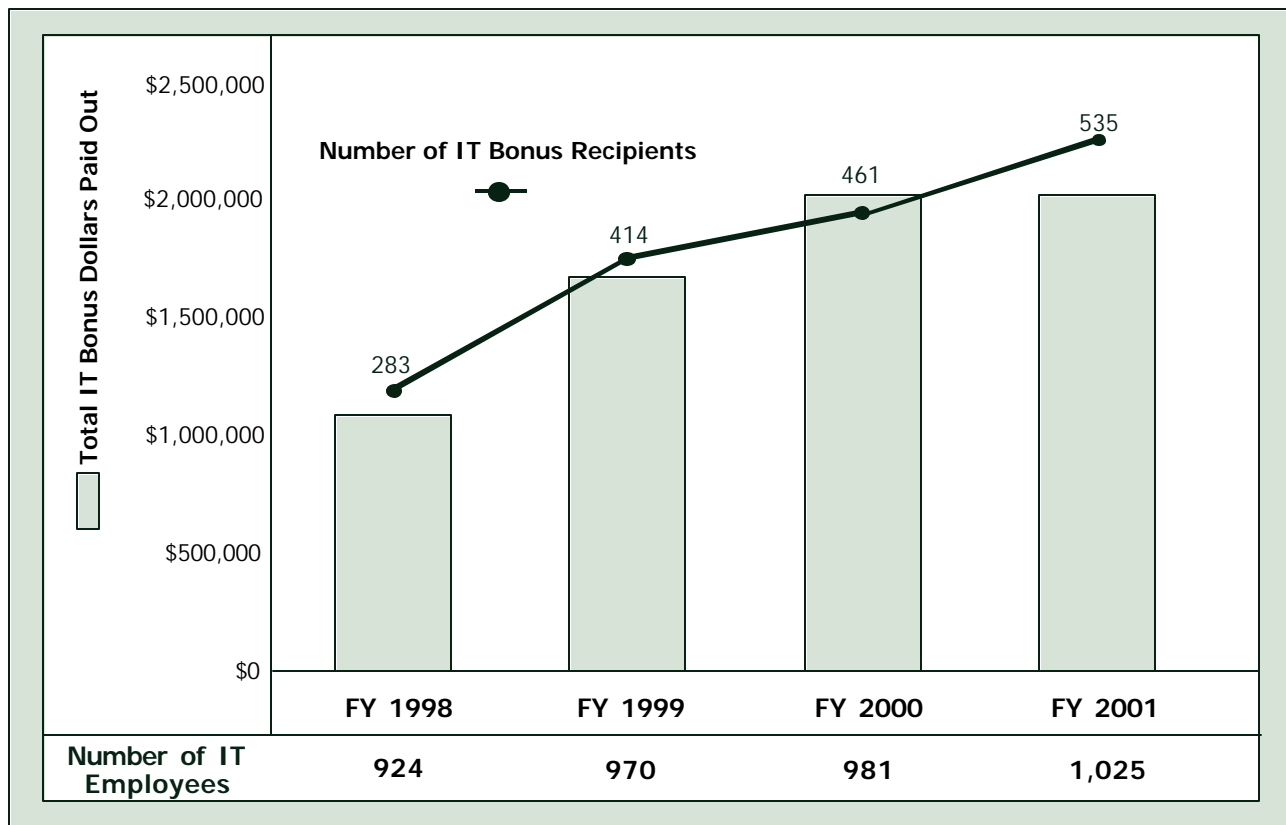
- Up to \$3,000 for prospective employees who possess certain skills

#### Skills Acquisition Bonus

- IT employees who acquire designated key skills and demonstrate proficiency
- Up to 10% of annual base pay

### Information Technology Bonus and Recipients

Calendar Year 1998 to 2001



Source: SHARP (June 2001); Excludes regents, unclassified, temporary, and student employees.



## Kansas Savings Incentive Program (KSIP)

The State of Kansas implemented the Kansas Savings Incentive Program during Fiscal Year 1998. The KSIP allows all agencies to spend up to 50 percent of savings in any account from which expenditures can be made for state operations, for three specific purposes.

### KSIP Purposes

#### Salary Bonus Payments

- Salary bonus payments to permanent full-time or regular part-time employees, at the discretion of the agency head, provided that the total net amount to any one employee during the fiscal year, does not exceed \$1,000.

#### Technology Aquisition

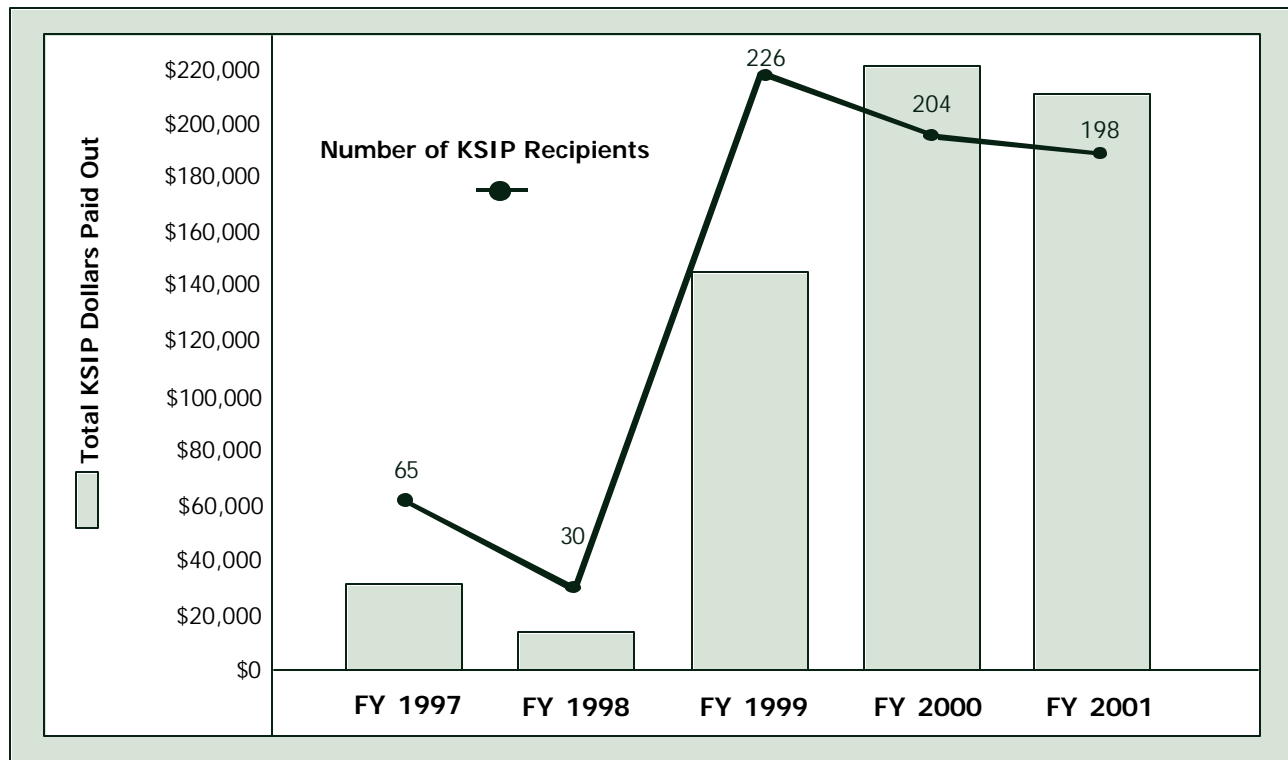
- Purchase or other acquisition of technology equipment which was included in the budget estimates for the fiscal year submitted by the state agency. This includes computer hardware, computer software, and reprographic equipment.

#### Professional Development

- Professional development training including official hospitality.

### Kansas Savings Incentive Program Dollars and Recipients

Fiscal Year 1997 to 2001



Source: SHARP (June 2001); Excludes regents, unclassified, temporary, and student employees.

# References

## Glossary

**Agency:** a unit of state government assigned a unique department identification number.

**Classified Service:** all positions in the state service, except those which are specifically placed in the unclassified service by K.S.A. 75-2935, as amended, or other sections of the statutes.

**Demotion:** a change of an employee from a position in one class to a position in another class having a lower pay grade.

**Established Position:** a position which is in the budget as approved by the legislature, and which has been allocated (may or may not have ever been filled).

**Fiscal Year (FY):** the time period from July 1 to June 30.

**Full-Time Equivalency (FTE):** a unit of measurement equivalent to one full-time position.

**Interview Right (IR):** classified, regular employees laid off from approved state institutions have a right to an interview for any position in the same or higher pay grade than the pay grade on which the eligible employee was paid at the time of the layoff. IR expires two years from the layoff date.

**K.A.R.:** Kansas Administrative Regulation

**K.S.A.:** Kansas Statutes Annotated

**KIPPS:** Kansas Integrated Personnel and Payroll System, replaced by SHARP in December 1995.

**Length of Service:** total time working in the classified service or unclassified service, with certain exclusions per K.A.R. 1-2-46.

**MQ:** Minimum Qualifications

**Notice of Vacancies (NOV):** the centralized statewide listing of all classified job vacancies announced weekly to all applicants. Unclassified and temporary vacancies may be listed. The NOV is available on the Internet, at personnel offices of larger state agencies, at the Department of Human Resources Workforce Centers, and at the Civil Service Employment Information office in Topeka.

**Pay Grade:** a salary and wage range in the pay plan prepared by the Director of Personnel Services as required by K.S.A. 75-2938.

**Position:** a group of duties and responsibilities, assigned or delegated by an appointing authority, requiring the services of an employee on a full-time basis or, in some cases, on a less than full-time basis.

**Promotion:** a change of an employee from a position in one class to a position in another class having a higher pay grade, by an employee who meets the required selection criteria for promotion.

**Rehire:** any person hired by the state who was previously employed by the state.

**Resignation:** the voluntary termination of employment by an employee.

**Retirement:** one of the following four criteria must be met to be considered retirement eligible:

- \* age 65 or over
- \* age 65 or over with 10 years of qualifying service
- \* qualifying under the "85-point" plan
- \* age 55 or over with ten years of service taking early retirement with reduced benefits

The "85-point" plan is age plus length of service in years equaling at least 85 points (for example, 55 years old with 30 years of service).

**Right of First Refusal (ROFR):** classified, regular employees laid off from approved institutions may exercise the ROFR for any position in the same or lower pay grade than the pay grade on which the eligible employee was paid at the time of layoff. ROFR expires two years from the layoff date.

**SHARP:** Statewide Human Resource and Payroll system implemented in December 1995.

**Student Position:** a position filled by a student at a regents institution.

**TSA:** Tax Sheltered Annuity (Regents)

**Temporary Position (classified service):** a position which is limited to not more than 999 hours of employment in a 12-month period. Temporary positions do not affect the position limitation of an agency.

**Temporary Position (unclassified service):** a position filled by a person temporarily or designated by the legislature or by a legislative committee or commission or other competent authority to make or conduct a special inquiry, investigation, examination or installation.

**Transfer:** a change by an employee from one position with a close similarity of duties, essentially the same basic qualifications, and the same pay grade.

**Unclassified Service:** position specifically designated as unclassified by K.S.A. 75-2935, as amended, or other section of the statutes.

## Fiscal Year 2001-1995 Legislative Summary

This summary contains legislative highlights with regards to the creation of new agencies, the abolition of existing agencies and FTE approvals affecting greater than 5.0 FTE. The FTE revisions illustrate both increases and decreases in agency FTE's.

### Fiscal Year 2001

- 137.5 FTE positions were added to the Department of Health and Environment, which include the conversion of 141.0 unclassified positions to FTE positions.
- 107.6 FTE positions were added to the Department of Social and Rehabilitation Services, reflecting the conversion of unclassified positions to FTE positions.
- 92.0 FTE positions were added to the Commission on Veterans' Affairs for the Kansas Veterans' Home.
- 40.5 FTE positions were added to the Ellsworth Correctional Facility to staff the new 100-cell housing unit.
- 34.0 FTE positions were added to the Department of Revenue to assist with collections of accounts receivable.
- 29.0 FTE positions were added to the Topeka Correctional Facility to staff the renovated J-Cellhouse for female offenders.
- 13.0 FTE positions were added to the Department of Commerce and Housing to administer the Section 8 housing contracts.
- 13.0 unclassified positions were added to the Kansas Bureau of Investigation to assist local enforcement agencies and to assist in reducing backlogs in the Laboratory Division.
- 11.0 FTE positions were shifted to the Board of Regents from the Department of Education associated with administration of federal vocational education aid.
- 9.0 FTE positions were deleted from the Kansas Racing and Gaming Commission due to the closing of Camptown race track in Southeast Kansas.
- 6.0 FTE positions were added to the Department of Health and Environment for expanded nursing home inspections.

### Fiscal Year 2000

- The Legislature abolished FTE positions that, as of January 1, 2000, had been vacant for four years or more as determined by the Director of the Budget in consultation with the Director of Personnel Services. This action resulted in the deletion of 37.7 FTE positions in eight state agencies.
- An additional 38.3 FTE positions will be deleted in FY 2001. This was accomplished by abolishing all FTE positions that, as of March 1, 2000, had been vacant for three years or more.
- 9.0 FTE positions were added to the Racing and Gaming Commission for the opening of a new racetrack.
- 12.0 FTE positions were added to the Department of Corrections for work crew supervisors.
- 11.0 FTE positions were added to Larned Correctional Mental Health Facility for security staff and drug treatment personnel.
- 60.5 FTE positions were added to El Dorado Correctional Facility for the relocation of the Reception and Diagnostic Unit.
- 16.0 FTE positions were added to the Kansas Highway Patrol for new troopers for the Motor Carrier Safety Assistance Program.
- 21.0 FTE positions were reduced from the Department of Revenue, 17 positions would be eliminated through restructuring regional tax offices and 4.0 would be eliminated through restructuring of the Alcoholic Beverage Control Division.
- 1.3 FTE positions were reduced from the Department of Agriculture for the privatization of the Grain Commodity Commissions.
- 8.0 FTE positions were reduced for the privatization of the Kansas Wheat Commission.

### Fiscal Year 1999

- The KU Hospital portion of the KU Medical Center became a public authority and is no longer part of a state agency in October 1998 (1998 SB 373). Approximately half of the KU Medical Center's FTE was transferred to the public authority.

- 23.0 FTE positions were added to the Sex Predator Treatment Program at Larned State Hospital to provide staff necessary for expanding the program. The new positions will be hired as additional residents are added to the program. The positions to be added include direct care staff, a Psychologist III, a Social Worker and a Registered Nurse.
- 14.0 FTE positions were added to the Highway Patrol, 7 troopers to patrol the highways and 7 to implement the Criminal Justice Information System (CJIS).
- 11.0 FTE positions were added to the Division of Environment within the Kansas Department of Health and Environment. Enhanced funding for inspections of large swine feeding facilities is intended to ensure the protection of the environment by monitoring the state's air, landscape and water resources.
- 10.0 FTE positions were added to the Judiciary to assist the courts in dealing with increasing caseloads throughout the state.
- 10.0 FTE positions were added to the Kansas Racing and Gaming Commission to allow the Commission to complete its own background investigations.
- 7.0 FTE positions were added to the Department of Revenue to implement provisions included in the 1998 Tax Relief Act.
- 7.0 FTE positions were added to the Board of Tax Appeals. A small claims division was established within the Board and creates a new executive director position.
- Transferred the Office of the Long-Term Care Ombudsman from the Department on Aging to the Department of Administration. This included 5.5 FTE positions. The transfer was intended to ensure impartiality in the investigations that the Ombudsman conducts.

#### **Fiscal Year 1998**

- The transfer of Long Term Care Programs for the Elderly from the Department of Social and Rehabilitation Services to the Department on Aging.
- The Winfield Veterans Home was established on the grounds of the Winfield State Hospital and Training Center after its closure. 2.0 FTE positions were approved for the agency to begin basic operation in the second half of Fiscal Year 1998.
- The Grain Inspection Department was abolished effective September 1, 1997. The inspection and grading of grain became the responsibility of a private entity. The authority and responsibility of the Department's Warehouse Program was transferred to the Secretary of Agriculture.
- The Juvenile Justice Authority was created to implement the Juvenile Justice Reform Act, which is intended to strengthen the juvenile system. The Authority was given 30.0 FTE positions, excluding the juvenile correctional facilities' personnel. The services for juvenile offenders transferred from other agencies, such as the Department of Social and Rehabilitation Services.
- 24.0 FTE positions were added to the Department of Administration for the operation of the Topeka State Hospital Grounds.
- 20.5 FTE positions were transferred from the Department of Social and Rehabilitation Services to the Kansas Department of Health and Environment. The authority for licensure inspection of family foster homes, child placement agencies, 24-hour care residential facilities and detention facilities was transferred from the Department of Social and Rehabilitation Services to the Kansas Department of Health and Environment. This was done to provide neutral oversight of the quality of inspection of those facilities.
- 17.1 FTE positions were added to Pittsburg State University's Technology Center due to a change in the servicing of new buildings formula for staffing.

#### **Fiscal Year 1997**

- Topeka State Hospital and Winfield State Hospital and Training Center closed.
- 32.4 FTE positions were added for Medicaid fraud and abuse and court debt collections in the Attorney General's Office, contracts for retired judges and administration of Access to Justice Program in the Judiciary, an assistant investment officer for Kansas Public Employees Retirement System, telecommunications analysts and legal staff in the Kansas Corporation Commission, blood alcohol content administration and legal staff in the Kansas Corporation Commission, blood alcohol content administration in the Department of Revenue, and an auditor of local elected officials in the Commission on Governmental Standards.

- The Executive Director's position of the Parole Board was eliminated. The Board's administrative functions were consolidated with the Parole and Post-Release Supervision Program of the Department of Corrections.
- 120.0 FTE positions were reduced from Department of Corrections due to the privatization of food service operations in the system's nine correctional facilities.
- 23.0 FTE positions were shifted from the Winfield Correctional Facility to the Lansing Correctional Facility because of increased inmate population.

#### **Fiscal Year 1996**

- January 1, 1996, all state employees were placed on a bi-weekly pay cycle. (Prior to 1-1-96 the majority of state employees were on a monthly pay cycle.)
- 1,096.2 part-time (.49) classified intermittent and special project positions were converted to FTE positions to better reflect the true size of the state workforce.
- The Kansas Youth Authority was authorized. The Authority consists of 7 members appointed by the Governor and is responsible for development of confinement and dispositional alternatives for juvenile offenders.
- The Kansas Guardianship Program was created. The program provides recruitment, training, monitoring and support for volunteers willing to become court-appointed guardians for clients identified as being in need of these services. This function was transferred from a private, not-for-profit corporation that was funded through grants administered by Social and Rehabilitation Services.
- 43.0 FTE positions were added at Winfield, Lansing, Topeka, El Dorado and Hutchinson Correctional Facilities to manage projected increases in the inmate population.
- 9.0 FTE positions were deleted from the Kansas Corporation Commission. The Legislature left it to the discretion of the Commission to determine which positions would be eliminated with the understanding that none should be associated with the Commission's abandoned well-plugging activities.
- The Farmers' Assistance, Counseling, and Training Program (FACTS) was transferred from the Department of Agriculture to Kansas State University's Cooperative Extension Service, where current resources will provide various educational, legal, and mediation services. This deleted 7.0 FTE positions from the Department of Agriculture.

#### **Fiscal Year 1995**

- 1994 HB 2573 established the Kansas Information Resources Council and the Office of the Chief Information Architect. The council is comprised of 20 executives representing various state agencies and the private sector.
- 10.0 FTE positions were added to Judiciary due to new crime legislation; plus 3 judgeships to manage the overall growth in judicial caseloads.
- 63.0 limited term FTE positions were added to the Youth Center at Larned to accommodate increases in the length-of-stay for juveniles at the state youth centers.
- 40.0 FTE positions were added for the Adjutant General's Retro Europe Repair Site located at Ft. Riley.
- 35.0 FTE positions were deleted from the Topeka Correctional Facility because of an anticipated decrease in minimum-security inmate population.
- 9.0 FTE positions and 62.0 special project positions were added to Social and Rehabilitation Services to implement welfare reform.
- 9.0 special project positions were added to the Youth Center at Topeka to conduct a Physical Training Program. This program will require that juveniles located at the youth center participate in a physical exercise training program similar in style to programs operated at boot camps.

## Classified Service Positions Reference Table

POSITION	POSITION TYPE			
	REGULAR		TEMPORARY	
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
Counts Toward FTE	Yes	Yes	No	No
Statutory Authority	FTE Limit	FTE Limit	N/A	N/A
<b>EMPLOYEE MOVEMENT</b>				
Promotion and Transfer	Yes	Yes	Yes	Yes
Suspension and Demotion	Yes	Yes	No	No
Layoff Alternatives	Yes	Yes	No	No
Dismissal	Yes	Yes	Yes	Yes
<b>SELECTION</b>				
Selection Process	Civil Service Procedure	Civil Service Procedure	Agency discretion	Agency discretion
Meet MQ	Yes	Yes	Yes	Yes
Eligibility Pools Considered?	Yes	Yes	Agency discretion	Agency discretion
Compete with Others	Yes	Yes	Agency discretion	Agency discretion
<b>COMPENSATION</b>				
Hour Limitations	None	Below 100%	999 hours in 12 months	999 hours in 12 months
Probationary Period	Yes	Yes	No	No
Pay	Pay Matrix	Pay Matrix	K.A.R. 1-5-9	K.A.R. 1-5-9
Step Movement	Yes	Yes	No	No
Longevity Bonus	Yes	Yes	No	No
Overtime Exemption	Position specific	Position specific	Position specific	Position specific
Length of Service	Yes	Yes	No	No
<b>BENEFITS ELIGIBILITY</b>				
GHI	Yes	Yes <sup>1</sup>	No	No
KPERS (Retirement System)	Yes	Yes	No	No
Sick Leave	Yes	Prorated basis	No	No
Vacation Leave	Yes	Prorated basis	No	No
Holiday Credit/ Discretionary Day	Yes	Partial Credit	No	No
Deferred Compensation/TSA	Yes	Yes	Yes	Yes
Shared Leave	Yes	Yes	No	No
Flexible Spending Account	Yes	Yes	No	No

<sup>1</sup>For employees with 50% appointment or more.

**Comments:** The table summarizes information and provides a general description. It should be used for general reference purposes only. The information is not intended to replace the Kansas Statutes Annotated or Administrative Regulations, which contain complete provisions.

## Unclassified Service Position Reference Table

POSITION TYPE				
	REGULAR		TEMPORARY	
	FULL-TIME	PART-TIME	FULL-TIME	PART-TIME
<b>POSITION</b>				
Counts Toward FTE	Yes	Yes	No	No
Statutory Authority	K.S.A. 75-2935 or agency statutes	K.S.A. 75-2935 or agency statutes	Special Projects, Agency Statutes and K.S.A. 75-2935(1)(i)	Special Projects, Agency Statutes and K.S.A. 75-2935(1)(i)
<b>EMPLOYEE MOVEMENT</b>				
Promotion and Transfer	Agency discretion	Agency discretion	Agency discretion	Agency discretion
Suspension and Demotion	Agency discretion	Agency discretion	Agency discretion	Agency discretion
Layoff Alternatives	Agency discretion	Agency discretion	Agency discretion	Agency discretion
Dismissal	Agency discretion	Agency discretion	Agency discretion	Agency discretion
<b>SELECTION</b>				
Selection Process	Agency discretion	Agency discretion	Agency discretion/ Governor's approval	Agency discretion/ Governor's approval
Meet MQ	N/A	N/A	N/A	N/A
Eligibility Pools Considered	N/A	N/A	N/A	N/A
Compete with Others	Agency discretion	Agency discretion	Agency discretion	Agency discretion
<b>COMPENSATION</b>				
Hour Limitations	None	None	None	None
Probationary Period	Optional	Optional	Optional	Optional
Pay	Agency statutes/ Governor's approval	Agency statutes/ Governor's approval	Agency discretion/ Governor's approval	Agency discretion/ Governor's approval
Pay Increases	Yes	Yes	Yes	Yes
Longevity Bonus	No	No	No	No
Overtime Exemption	Position specific	Position specific	Position specific	Position specific
Length of Service	Typically Yes	Typically Yes	Position specific	Position specific
<b>BENEFITS ELIGIBILITY</b>				
GHI	Yes	Yes <sup>1</sup>	Position specific	Position specific
KPERS (Retirement System)	Yes	Yes	Position specific	Position specific
Sick Leave	Yes	Prorated basis	Position specific	Position specific
Vacation Leave	Yes	Prorated basis	Position specific	Position specific
Holiday Credit/ Discretionary Day	Yes	Position specific	Position specific	Position specific
Deferred Compensation/TSA	Yes	Yes	Position specific	Position specific
Shared Leave	Yes	Yes	Position specific	Position specific
Flexible Spending Account	Yes	Yes	Position specific	Position specific

<sup>1</sup>For employees with 50% appointment or more.

**Comments:** The table summarizes information and provides a general description. It should be used for general reference purposes only. The information is not intended to replace the Kansas Statutes Annotated or Administrative Regulations, which contain complete provisions.